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ABSTRACT

In an attempt to achieve equality in employment practices this annual report is presented as an ethnic survey of employees of the executive branch of New York State government. This report compares the data collected in late 1972 with that gathered in three of five previous years: 1967, 1970, and 1971, and tabulates and examines employee distribution by ethnic group, agency, sex, occupational category, salary range, jurisdictional classification, and location. The final 56 pages comprise four appendixes covering: women in New York State government; department of correctional services; executive department; division of State police; and guidelines to collection of data, salary plan, occupational definitions and definitions of jurisdictional class. (DS)

ED 090 369

1972

SIXTH ANNUAL REPORT

on the

OCCUPATIONS, JOB STATUS AND ETHNIC CHARACTERISTICS OF EMPLOYEES

in

NEW YORK STATE AGENCIES

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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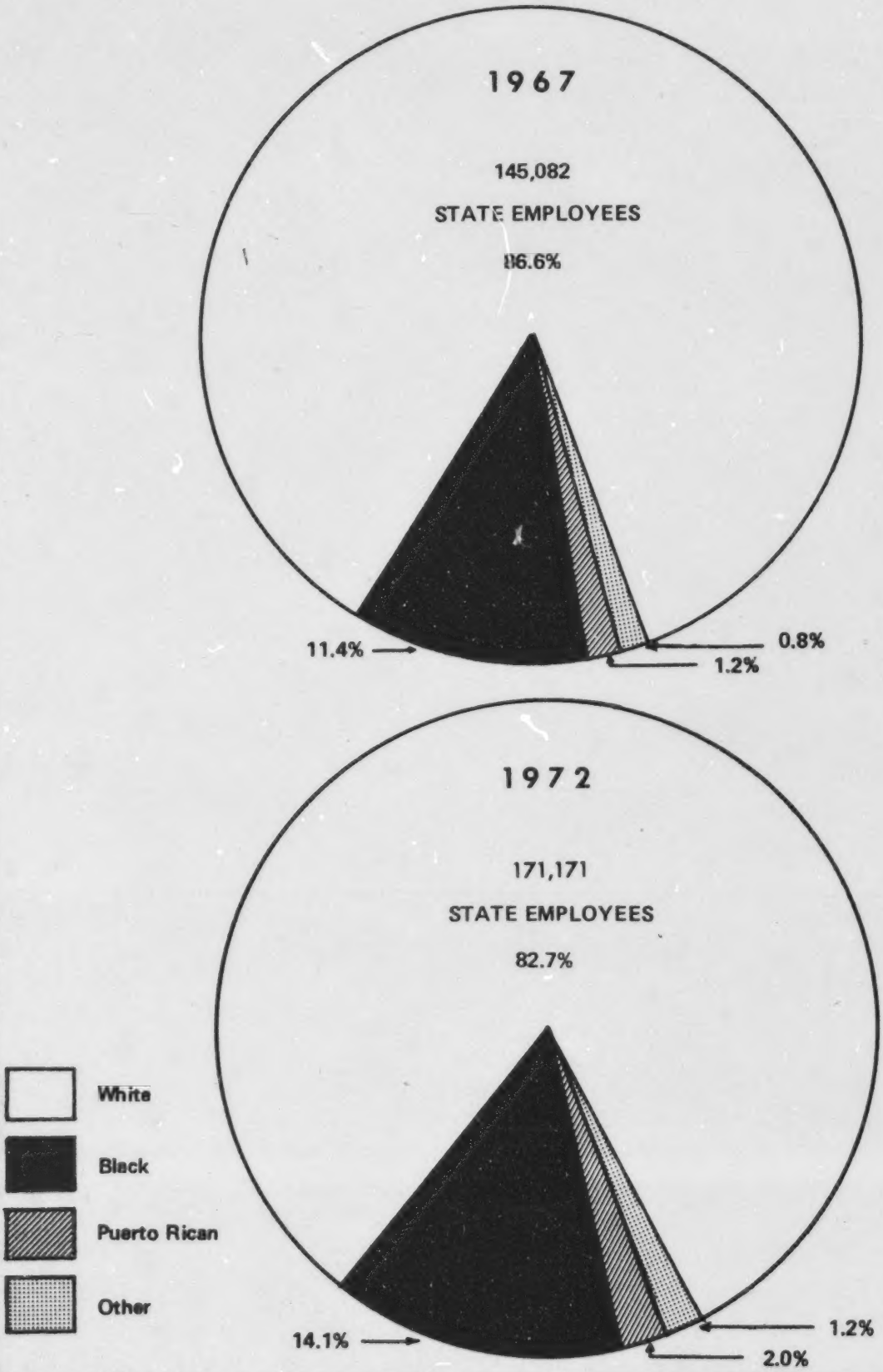
Comparison of Composition of State Work Force 1967 with 1972



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FOREWORD

This report presents the results of the sixth Annual Ethnic Survey conducted by the New York State Department of Civil Service under the mandate of the Governor.

The report compares the data collected in late 1972 with that gathered in three of five previous years: 1967, 1970, and 1971. The report is published to provide some measure of what has been accomplished and to help us gauge the problem ahead in our attempt to achieve equality of employment opportunity for all.

President
New York State Civil Service Commission

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INTRODUCTION

The 1972 Ethnic Survey includes sixty-seven (67) agencies and 171,171 employees.[1] The data gathered for the 1972 Ethnic Survey was obtained through the use of a computer print-out which listed the titles found in each agency. Agency staff were required to enter directly on the computer print-out the ethnic identification and sex of employees serving in the titles listed. In prior years, agencies were given questionnaires on which to group employees in broad occupational categories, i.e., Laborers, Service Workers, Operatives, etc. These questionnaires did not provide the more refined title breakdown which is required for research and evaluation purposes.

While the use of computer print-outs posed some technical problems, it will now be possible to focus remedial and corrective action in specific areas. The Department of Civil Service, through analysis of the more refined data, will be better equipped to assist agencies in identifying areas of possible discrimination or vulnerability to charges of discrimination, and in formulating, implementing, and evaluating their affirmative action plans. The 1972 Survey continued the practice of having agency personnel, supervised by an agency coordinator, conduct a sight survey. The Survey also continued to use those categories used in all preceding Surveys: ethnic group (White, Black, Puerto Rican, and Other Minorities); occupational group (see definitions); jurisdictional class (as defined in the Civil Service Law); sex, and salary grade. Agency and county location were produced automatically by the reporting method.

Most of the tables in this report present data from the 1967 Survey (the initial Survey) and from the Surveys conducted in 1970, 1971, and 1972. The comparison with the 1970 and 1971 figures is essential, because the 1972 data cannot be put in proper perspective unless considered in the light of the cutback in the State work force, which took place between 1970 and 1971.

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[1] Includes only employees of the Executive Branch of New York State Government, does not include employees of the Judicial Branch or Legislative Branch.

HIGHLIGHTS OF THE 1972 SURVEY

- There were 26,089 more State employees in 1972 than in 1967: the White work force increased by 16,138 (61.9% of the total increase); the Black work force increased by 7,533 (28.9% of the total increase); the Puerto Rican work force increased by 1,572 (6.0% of the total increase); and those persons categorized as Other Minorities increased by 846 (3.2% of the total increase).

- In 1972, ethnic minority group members made up 17.3% of the State work force. In 1967, ethnic minority group members made up 13.4% of the State work force.

- Reported in the 1972 Survey were 1,393 federally funded Emergency Employment Act employees or 0.8% of the total work force surveyed; excluding these employees would decrease total minority employment by one-tenth of one percent (0.1%).

- Of the 26,089 employees gained between 1967 and 1972, females increased by 12,297 or 47.1% and males increased by 13,792 or 52.9% of the total increase. This represents a 20.0% increase in total female employment and a 16.5% increase in total male employment since 1967.

- Between 1971 and 1972 the percentage of State positions held by females decreased from 44.0% to 43.0%, representing the largest percentage decrease recorded since the Survey was first conducted. This was the second straight year that a decrease in female employment has been reported.

- Of all female State employees, 17,776 or 24.1% were minority group members in 1972. In 1967, of all female State employees, 11,130 or 18.1% were minority group members. Of all male State employees, 11,628 or 11.9% were minority group members in 1972. In 1967, of all male State employees, 8,323 or 9.9% were minority group members.

- The Black ethnic group was the only group to have a higher percentage of females than males employed in New York State Government. Of all Blacks employed, 64.2% were females and 35.8% were males. Of all Puerto Ricans employed, 45.7%

were females and 54.3% were males. Of all persons categorized as Other Minorities, 40.3% were females and 59.7% were males. Of all Whites employed, 39.4% were females and 60.6% were males.

The Department of Mental Hygiene is the largest agency in State Government. At the time of this survey, this Department employed 56,314 persons or 32.9% of the total State work force. The Department of Mental Hygiene employed 17,285 or 30.7% minority persons in 1972 as compared to 11,906 or 25.1% in 1967.

The Department of Mental Hygiene employed 44.7% of all females employed in State Government; 59.4% of all Black employees employed in State Government; 60.7% of all Puerto Ricans employed in State Government, and 47.7% of all persons categorized as Other Minorities employed in State Government.

From 1971 to 1972, the Department of Mental Hygiene's work force increased by 2,133 employees; 1,617 of these persons were minority group members. This is the largest numerical gain in minority employees reported by any agency in this Survey. The chart below shows the distribution of all Department employees and minority group employees by Salary Grade in 1971 and 1972.

	Grades 1-6*	Grades 7-13*	Grades 14-20	Grades 21-30	Grades 31-38
1971					
Total Department	30,851	14,675	6,048	1,236	1,371
Number Minority	11,675	2,946	644	163	240
1972					
Total Department	11,543	35,215	6,672	1,451	1,433
Number Minority	3,884	12,058	895	150	298
Change					
Total Department	-19,308	+20,540	+ 624	+ 215	+ 62
Number Minority	- 7,791	+ 9,112	+ 251	- 13	+ 58

* The majority of the fluctuation between Salary Grade groups 1-6 and 7-13 was due to the establishment of a new Patient Care Career Ladder in April 1972, which resulted in the reclassification of nearly all Psychiatric Attendant, Salary Grade 6, positions to Mental Hygiene Therapy Assistant, Salary Grade 7.

- The Department of Mental Hygiene employed 32,911 women or 44.7% of all women employed by New York State. Of all women employed in the Department of Mental Hygiene, 23.5% were in Salary Grades 1-6; 61.7% were in Salary Grades 7-13; 12.8% were in Salary Grades 14-20; 1.4% were in Salary Grades 21-30, and 0.7% were in Salary Grades 31-38.

- Ninety-four and eight-tenths percent (94.8%) of all Black women employed by the Department of Mental Hygiene were in Salary Grades 1-13. Ninety-five and two-tenths percent (95.2%) of all Puerto Rican women employed by the Department of Mental Hygiene were in Salary Grades 1-13. Sixty-two and nine-tenths percent (62.9%) of all females categorized as Other Minorities in the Department of Mental Hygiene were in Salary Grades 1-13.

- The second largest agency in State Government is the State University of New York. The University employed 27,064 or 15.8% of all State employees. The University employed 2,863 or 10.6% minority persons in 1972 as compared to 1,609 or 7.7% in 1967.

- The State University employed 14.9% of all females employed in State Government; 8.5% of all Blacks employed in State Government; 6.1% of all Puerto Ricans employed in State Government, and 30.3% of all persons categorized as Other Minorities employed in State Government.

- The third largest agency in State Government is the Department of Transportation. The Department of Transportation employed 13,750 or 8.0% of all State employees. This Department employed 218 or 1.6% minority persons in 1972 as compared to 203 or 1.4% minority persons in 1967.

- The Department of Transportation employed 1.6% of all females employed in State Government; 0.7% of all Blacks employed in State Government; 0.6% of all Puerto Ricans employed in State Government, and 1.9% of all persons categorized as Other Minorities employed in State Government.

- In 1972, the Department of Correctional Services and the Division of State Police employed 68.1% of the Protective Service Workers in State Government.
- From 1967 to 1972, the Department of Correctional Services increased by 1,361 employees; 37.3% were minority persons, increasing minority employment in this agency from 4.5% to 10.1%, an increase of 5.6%.
- From 1971 to 1972, the Department of Correctional Services increased by 499 employees; 68.9% were minority persons.
- From 1967 to 1972, the Division of State Police increased by 325 employees; 3.7% were minority persons, increasing minority employment in this agency from 0.6% to 0.9%, an increase of 0.3%.
- From 1967 to 1972, the number of Black employees of the Division of State Police increased from 13 to 18 and the number of Puerto Rican employees increased from two (2) to three (3). Between the two groups six (6) individuals were added to the Division payroll.

ANALYSIS OF SELECTED FINDINGS

Distribution by Agency:

In 1972, twenty-one (21) of the fifty-one (51) agencies which had reported in 1971 showed an increase in work force; twenty-seven (27) showed a reduction in work force and three (3) reported no change. Twenty-four (24) agencies reported a total increase of 12.7% or 2,665 in the numbers of minorities employed.

Table III on page19 denotes the employment in each agency and the number of minorities employed in each State agency in 1967, 1970, 1971 and 1972.

Nineteen (19) agencies reported a net decrease in the total number of minorities employed from 1971 to 1972:

AGENCY	NUMBER OF MINORITIES EMPLOYED IN 1971	NUMBER OF MINORITIES EMPLOYED IN 1972	%DECREASE OVER 1971
Audit and Control	86	41	52.3
Civil Service	56	46	17.9
Budget, Division of	5	4	20.0
Housing and Community Renewal	61	55	9.8
Human Rights, Division of	105	96	8.6
Criminal Justice Services	90	66	26.7
Local Government, Office for	19	15	21.1
Planning Services, Office of	28	21	25.0
State Police, Division of	33	32	3.0
Youth, Division for	490	451	8.0
Labor Relations Board	13	11	15.4
Narcotic Addiction Control Commission	1719	1658	3.5
Motor Vehicles	328	317	3.4
State University of New York	2886	2863	0.8
Taxation and Finance	412	408	1.0
Transportation	233	218	6.4
Health and Mental Hygiene Facilities Improvement Corporation	17	15	11.8
New York Higher Education Assistance Corp.	3	1	66.7
Law	90	83	7.8

Twenty-one (21) agencies reported a total increase of 10.8% or 1,799 in the number of Blacks employed.

Twenty-two (22) agencies reported a decrease in the number of Blacks employed:

AGENCY	NUMBER OF BLACKS EMPLOYED IN 1971	NUMBER OF BLACKS EMPLOYED IN 1972	% DECREASE OVER 1971
Agriculture and Markets	41	38	7.8
Audit and Control	76	29	61.8
Civil Service	49	40	18.4
Education	224	222	0.9
Housing and Community Renewal	51	47	7.8
Human Rights, Division of	76	69	9.2
Local Government, Office of	15	13	13.3
Criminal Justice Services	89	60	12.4
Parks and Recreation, Office of	137	130	5.1
Planning Services, Office of	19	13	31.6

AGENCY	NUMBER OF BLACKS EMPLOYED IN 1971	NUMBER OF BLACKS EMPLOYED IN 1972	$ DECREASE OVER 1971
STATE POLICE, DIVISION OF	19	18	5.3
YOUTH, DIVISION FOR	433	411	5.1
BUDGET, DIVISION OF	5	4	20.0
LABOR RELATIONS BOARD	10	9	10.0
LAW	64	60	6.3
NARCOTIC ADDICTION CONTROL COMMISSION	1444	1365	5.4
MOTOR VEHICLES	307	292	4.9
STATE UNIVERSITY OF NEW YORK	2092	2051	2.0
TAXATION AND FINANCE	357	353	1.1
TRANSPORTATION	169	160	5.3
HEALTH AND MENTAL HYGIENE FACILITIES IMPROVEMENT CORPORATION	9	8	11.1
NEW YORK HIGHER EDUCATION ASSISTANCE CORP.	3	1	33.3

Nineteen (19) agencies reported a total increase of 16.1% or 384 in the number of Puerto Ricans employed in these agencies.

Fifteen (15) agencies reported a decrease in the number of Puerto Ricans employed:

AGENCY	NO. OF PUERTO RICANS EMPLOYED IN 1971	NO. OF PUERTO RICANS EMPLOYED IN 1972	$ DECREASE OVER 1971
AGRICULTURE AND MARKETS	5	4	20.0
CIVIL SERVICE	7	6	14.3
HOUSING AND COMMUNITY RENEWAL	9	6	33.3
HUMAN RIGHTS, DIVISION OF	27	23	14.8
LOCAL GOVERNMENT, OFFICE OF	2	0	100.0
PLANNING SERVICES, OFFICE OF	2	1	50.0
STATE POLICE, DIVISION OF	4	3	25.0
VETERANS AFFAIRS, DIVISION OF	2	1	50.0
YOUTH, DIVISION FOR	44	32	27.3
LABOR RELATIONS BOARD	3	2	33.3
STATE INSURANCE FUND	33	31	6.1
LAW	22	16	27.3
NARCOTIC ADDICTION CONTROL COMMISSION	253	236	6.7
TAXATION AND FINANCE	50	43	14.0
TRANSPORTATION	23	19	17.4

Twenty-two (22) agencies reported a total increase of 35.6% or 335 in the number of persons categorized as Other Minorities employed in these agencies.

Nine (9) agencies reported a decrease in the number of persons categorized as Other Minorities employed:

AGENCY	NUMBER OF OTHER MINORITIES EMPLOYED IN 1971	NUMBER OF OTHER MINORITIES EMPLOYED IN 1972	$ DECREASE OVER 1971
GENERAL SERVICES, OFFICE OF	5	2	60.0
YOUTH, DIVISION FOR	13	8	38.5
WORKMEN'S COMPENSATION BOARD	2	1	50.0
PUBLIC SERVICE	6	3	50.0
SOCIAL SERVICES	9	8	11.1
STATE UNIVERSITY OF NEW YORK	607	606	0.2
TRANSPORTATION	41	39	4.9
HEALTH AND MENTAL HYGIENE FACILITIES IMPROVEMENT CORPORATION	5	4	20.0
TEACHER'S RETIREMENT SYSTEM	1	0	100.0

Two agencies (2) accounted for 83.7% of the total increase in minority group employment between 1971 and 1972. The Department of Mental Hygiene accounted for 69.0% (1,617) and the Department of Correctional Services accounted for 14.7% (344).

Six agencies (6) reported that they employed no minority group members: New York State Bridge Authority, Job Development Authority, Office of Employee Relations, Adirondack Park Authority, Public Employment Pension Board, and Environmental Advisors. The New York State Bridge Authority has reported no minority group employees for the sixth straight year.

Twelve agencies (12) reported that they employed Blacks but no Puerto Ricans or persons categorized as Other Minorities: Public Employment Relations Board, Division of the Budget, Division of Probation, East Hudson Parkway Authority, Commission on Investigation, New York Higher Education Assistance Corporation, Teacher's Retirement System, Consumer Protection Board, Council on Architecture, Powers of Local Government, Atomic and Space Development, and Jones Beach Park Authority.

Eleven agencies (11) reported that they employed Blacks and Puerto Ricans but no persons categorized as Other Minorities: Civil Service, Office for the Aging, Alcoholic Beverage Control Division, Council on the Arts, Crime Victims Compensation Board, Labor Relations Board, Welfare Inspection, Social Welfare Board, Human Rights Appeal Board, Dormitory Authority, and Bethpage Park Authority.

Two agencies (2) reported that they employed Blacks and persons categorized as Other Minorities but no Puerto Ricans: Office for Local Government, and State University Construction Fund.

The agencies reporting the largest increases in Black and Puerto Rican employees from 1971 to 1972 were: Department of Mental Hygiene (1190 Blacks and 215 Puerto Ricans), the Department of Labor (321 Blacks and 145 Puerto Ricans), and the Department of Correctional Services (252 Blacks and 75 Puerto Ricans). The

largest increases in employees categorized as Other Minorities occured in the Department of Mental Hygiene (212), the Narcotic Addiction Control Commission (34) and the Department of Labor (21).

Distribution by Ethnic Group:

The following shows the percentage breakdown of the New York State work force by ethnicity from 1967 to 1972:

Percentage Breakdown of New York State Work Force by Ethnic Group

Year	Number	White	Black	Puerto Rican	Other Minorities
1967	145,082	86.6%	11.4%	1.2%	0.8%
1968	155,576	86.0%	12.0%	1.3%	0.7%
1969	161,410	84.5%	13.1%	1.6%	0.8%
1970	176,815	83.7%	13.6%	1.8%	0.9%
1971	168,110	84.0%	13.3%	1.7%	1.0%
1972	171,171	82.7%	14.1%	2.0%	1.2%

For the six-year span measured by this Survey, the New York State work force increased by 26,089 employees. Of these, 61.9% were White; 28.9% were Black; 6.0% were Puerto Rican, and 3.2% were persons categorized as Other Minorities.

Distribution by Sex:

Appendix A of this report, "Women in New York State Employment," contains detailed statistics and a summary describing the distribution of employees by sex within the State work force.

The following table depicts the fluctuation of the percentage breakdown of the New York State work force by sex since 1967:

Year	Number	Male	Female
1967	145,082	57.7%	42.3%
1968	155,576	56.0%	44.0%
1969	161,410	56.0%	44.0%
1970	176,815	55.8%	44.2%
1971	168,110	56.0%	44.0%
1972	171,171	57.0%	43.0%

Distribution by Occupational Category:

The State's work force for purposes of this Survey was divided into eleven occupational categories. From 1967 to 1971, the Survey coordinator or first-line supervisor prepared the Survey indicating the category into which each of their employees was grouped. This year, each agency reported its employees by title and these titles were assigned to occupational categories by the central personnel agency (New York State Department of Civil Service).

The largest percentage of positions in the New York State work force were in the Administrative and Professional category (27.4). The second largest category was Service Worker (24.3%), and the third largest was Clerical (21.5%). These three occupational categories accounted for 73.2% (124,823) of all employees reported in the 1972 Ethnic Survey.

	White *141,137 (100.0%)	Black *24,035 (100.0%)	Puerto Rican *3,345 (100.0%)	Other Minorities[1] *1,998 (100.0%)
Administrative and Professional	30.0	11.9	12.1	60.6
Laborer	5.7	1.6	1.8	2.2
Data Processor	0.7	0.1	0.1	0.4
Service Worker	18.2	56.7	51.7	18.3
Protective Service Worker	6.5	6.1	6.2	1.0
Operatives	4.2	2.6	6.5	4.4
Clericals	22.7	16.6	16.4	5.8
Craftsmen	4.9	1.3	2.7	1.9
Technicians	4.7	2.5	2.0	4.7
Investigators and Inspectors	2.1	0.6	0.5	0.6
Management (Business)	0.3	0.0**	--	0.1

*Does not include four small agencies employing 656 persons for whom occupational information was not retrieved.
**Less than 0.05%
[1]Includes American Indian, Orientals, Filipinos, Malayans, Aleuts, Eskimos, Thais, etc.

Women comprised 81.3% of the Clerical workers, and men 18.7%. Sixty and two tenths percent (60.2%) of all Service Workers were women and 39.8% were men. Of all Technicians, 31.5% were women and 68.5% were men. Women make up 29.6% of all Administrators and Professionals, and men 70.4%. Men continue to hold a greater percentage of positions in all categories (68.5% to 99.6%) with the exception of Clericals and Service Workers. For the male-female ratio in the occupational categories, see Table VII.

From 1967 to 1972, the percentage of Blacks in Service Worker positions increased from 24.7% to 32.8%. The percentage of Blacks in Protective Service Worker positions also increased from 6.4% in 1967 to 13.5% in 1972. The percentage of Blacks in Administrative and Professional positions increased less than one-half of 1% (5.7% to 6.1%).

From 1967 to 1972, the percentage of Puerto Ricans in Service Worker positions increased from 2.5% to 4.2%. The percentage of Puerto Ricans in Protective Service Worker positions increased from 0.4% to 1.9%. The percentage of Puerto Ricans in Administrative and Professional positions increased from 0.4% to 0.9%.

Distribution by Salary Range:

Between 1971 and 1972, a few classification actions resulted in the redistribution of large numbers of employees among the Survey salary groups. The establishment of a new Patient Care Career Ladder in the Department of Mental Hygiene resulted in the reclassification of nearly all Psychiatric Attendant SG-6 positions to Mental Hygiene Therapy Assistant, SG-7. This action was primarily responsible for the net decrease of 18,423 individuals in the salary group encompassing Salary Grades 1-6.

The reallocations of the Correction Officer, Narcotic Correction Officer, Conservation Officer, Industrial Investigator, Construction Safety Inspector, and Boiler Inspector classes from SG-13 to SG-14, were primarily responsible for the net increase of 5,149 individuals in the salary group encompassing Salary Grades 14-20.

These reallocations reduced the effect of the Mental Hygiene classification action on the salary group encompassing Salary Grades 7-13 to the extent that there was a net increase of only 14,801 individuals in that salary group.

The chart below depicts these redistributions of employees by ethnicity and sex in the total State work force.

Salary Grade	Year	Total	White	Black	Puerto Rican	Other Minorities
1-6	1971	63,036	46,976	13,709	1,936	415
	1972	44,613	36,054	6,911	1,237	411
7-13	1971	51,129	44.180	6,059	670	220
	1972	65,930	50,796	13,159	1,545	430
14-20	1971	36,033	33,343	2,071	229	390
	1972	41,411	37,159	3,328	462	462

Table X shows the number of persons in each ethnic group and salary group. Table XI reflects the percentage of each sex and ethnic group within the Salary Grades used in this Survey. (See Appendix C for Salary Plan.) Additional data on sex can be found in Appendix A, 'Women in New York State Government."

Women, who constituted 43.0% of the State work force, occupied 64.0% of all positions in Salary Grades 1-6 (28,551); 48.0% of all positions in Salary Grades 7-13 (31,639); 26.0% of all positions in Salary Grades 14-20 (10,775); 15.2% of all positions in Salary Grades 21-30 (2,312), and 8.8% of all positions in Salary Grades 31-38 (352).

Whites, who constituted 82.7% of the State work force, occupied 80.9% of all positions in Salary Grades 1-6 (36,054); 77.0% of all positions in Salary Grades 7-13 (50,796); 89.8% of all positions in Salary Grades 14-20 (37,159); 93.4% of all positions in Salary Grades 21-30 (14,204), and 88.7% of all positions in Salary Grades 31-38 (3,554).

Blacks, who constituted 14.1% of the State work force, occupied 15.5% of all positions in Salary Grades 1-6 (6,911); 20.0% of all positions in Salary Grades 7-13 (13,159); 8.0% of all positions in Salary Grades 14-20 (3,328); 3.7% of all positions in Salary Grades 21-30 (548); and 2.7% of all positions in Salary Grades 31-38 (106).

Puerto Ricans, who constituted 2.0% of the State work force, occupied 2.8% of all positions in Salary Grades 1-6 (1,237); 2.4% of all positions in Salary Grades 7-13 (1,545); 1.1% of all positions in Salary Grades 14-20 (462); less than one percent (0.5%) of all positions in Salary Grades 21-30 (72); and less than one percent (0.8%) of all positions in Salary Grades 31-38 (33).

Persons categorized as Other Minorities, who constituted 1.2% of the State work force, occupied less than one percent (0.9%) of all positions in Salary Grades 1-6 (411); less than one percent (0.7%) of all positions in Salary Grades 7-13 (430); 1.1% of all positions in Salary Grades 14-20 (462); 2.6% of all position in Salary Grades 21-30 (386); and 7.8% of all positions in Salary Grades 31-38 (314).

Of the 141,767 Whites employed, 38.7% were in Salary Grades 14 and above. Of the 24,052 Blacks employed, 16.5% were in these grades. Of the 3,349 Puerto Ricans employed, 16.9% occupied positions allocated to Salary Grades 14 and above. Of 2,003 persons categorized as Other Minorities, 58.0% were in Salary Grades 14 and above. The chart below shows the percentage within each ethnic group by salary range.

Grade	White	Black	Puerto Rican	Other Minorities
1-6	25.4%	28.7%	36.9%	20.5%
7-13	35.9%	54.8%	46.2%	21.5%
14-20	26.2%	13.8%	13.8%	23.0%
21-30	10.0%	2.3%	2.1%	19.3%
31-38	2.5%	0.4%	1.0%	15.7%
Total	100.0% (141,767)	100.0% (24,052)	100.0% (3,349)	100.0% (2,003)

Distribution by Jurisdictional Classification:

Of 144,107 persons reported (excluding State University of New York) 75.3% or 108,570 were in the Competitive Class.

Of the 117,566 Whites employed 74.3% or 87,467 were in the Competitive Class in 1972 in 1972 as compared to 75.6% or 80,434 in 1967. Although this represents a decrease of 1.3%, there was a numerical gain of 7,033 Whites in the Competitive Class. In 1972, of all Whites employed, 17,380 or 14.8% were in positions in the Non-Competitive Class as compared to 15,331 or 14.4% in 1967.

Table XIV shows that in 1972 of the 22,001 Blacks employed (excluding State University of New York) 82.1% or 18,074 were in the Competitive Class. In 1967, of the Blacks employed, 87.0% or 13,388 were in the Competitive Class. Although this represents a decrease of 4.9% of Blacks in Competitive Class positions over the five-year period, numerically there was an increase of 4,686 Blacks in the Competitive Class.

Between 1967 and 1972, the percentage of all Blacks in Non-Competitive positions increased from 8.6% or 1,317 to 12.7% or 2,786.

Seventy-one and six-tenths (71.4%) or 2,312 of all Puerto Ricans were in Competitive Class positions in 1972 as compared to 78.5% or 1,320 in 1967; a decrease of 7.1% although a gain of 929 individuals was realized. Over the same period, the number of Puerto Rican employees increased from 2.5% or 42 to 7.2% or 226 in Labor Class positions and from 17.4% or 292 to 19.8% or 622 in Non-Competitive positions.

In 1967, there were six Blacks and no Puerto Ricans in the Unclassified Service (with the exception of State University of New York). In 1972, there were twelve Blacks and eight Puerto Ricans in the Unclassified Service.

Of the 1,397 persons categorized as Other Minorities, 55.8% or 780 were in the Competitive Class in 1972 as compared to 76.5% or 595 in 1967. Thirty-seven and three-tenths percent (37.3%) or 521 persons categorized as Other Minorities occupied positions in the Non-Competitive Class as compared to 17.6% or 137 in 1967, primarily in titles such as Clinical Physician, Teacher, Professor.

The State University of New York reported a total of 27,064 employees--all with permanent status. Of these employees, 14,492 occupied positons in the Unclassified Service; 7,112 occupied positions in the Competitive Class; 3,268 occupied positions in the Non-Competitive Class; 2,179 occupied positions in the Labor Class; and 13 occupied positions in the Exempt Class.

Of the 10,947 females employed in the University, 43.5% were in the Competitive Class; 35.1% in the Unclassified Service: 8.4% in the Non-Competitive; 7.9% in the Labor Class and 0.1% in the Exempt Class.

Of the 24,201 Whites employed in the University, 55.0% were in the Unclassified Service; 27.2% in the Competitive Class; 10.7% in the Non-Competitive Class; 7.0% in the Labor Class and 0.1% in the Exempt Class.

Of the 2,051 Blacks employed in the University, 29.3% are in the Unclassified Service; 28.8% in the Non-Competitive Class; 22.4% in the Competitive Class and 19.5% in the Labor Class. There were no Blacks employed in the Exempt Class.

Of the 206 Puerto Ricans employed in the University, 32.0% were in the Unclassified Service; 31.6% in the Labor Class; 21.4% in the Competitive Class; and 15.0% in the Non-Competitive Class. There were no Puerto Ricans employed in the Exempt Class.

Of the 606 persons categorized as Other Minorities employed in the University, 83.4% were in the Unclassified Service; 7.8% in the Non-Competitive Class; 5.8% in the Competitive Class, and 3.0% in the Labor Class. There were no Other Minorities employed in the Exempt Class.

Distribution by Location:

In 1972, four percent (4.0%) of all persons residing in New York State lived in the Albany Standard Metropolitan Statistical Area which encompasses the four counties of Albany, Rensselaer, Saratoga, and Schenectady. Three and seven-tenths percent (3.7%) or 26,621 of the persons residing in this Standard Metropolitan Statistical Area were minority persons. One and one-tenth percent (1.1%) of all

Blacks residing in New York State lived in the Albany Standard Metropolitan Statistical Area. Twenty and three-tenths percent (20.3%) or 34,745 of all State employees worked in the Albany Standard Metropolitan Statistical Area. Of the State employees working in the Albany Standard Metropolitan Statistical Area, 4.1% or 1,427 were minority persons. Five and one-tenth percent (5.1%) or 1,235 of the 24,052 Black State employees worked in the Albany Standard Metropolitan Statistical Area.

In 1972, of all New York State residents, 63.4% lived in the Greater New York City Standard Metropolitan Statistical Area which includes the five Boroughs of New York City and the four outlying counties of Suffolk, Nassau, Rockland, and Westchester. Of these residents, 24.8% were minority persons, comprising 86.6% of all New York State Black residents and 96.9% of all Puerto Rican residents. Of the 171,171 State employees reported in this Survey, 35.6% or 60,900 were employed in this Standard Metropolitan Statistical Area of which 37.0% or 22,532 were minority persons. Of the 24,052 Blacks employed by New York State, 76.3% or 18,359 were employed in this Standard Metropolitan Statistical Area. Of the 3,349 Puerto Ricans employed by New York State, 92.1% or 3,084 were employed in this Standard Metropolitan Statistical Area.

TABLE I. TOTAL STATE EMPLOYMENT BY ETHNIC GROUP AND SEX

1967 THROUGH 1972

YEAR	TOTAL EMPLOYMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	PUERTO RICAN MALE	PUERTO RICAN FEMALE	"OTHER" MALE	"OTHER" FEMALE	TOTAL MALE	TOTAL FEMALE
1967	145,082	75,427	50,202	6,622	9,897	1,053	724	648	509	83,750	61,332
1968	155,576	78,653	55,169	6,555	12,159	1,145	834	712	349	87,065	68,511
1969	161,410	80,807	55,658	7,331	13,791	1,351	1,174	881	417	90,370	71,040
1970	176,815	87,273	60,532	8,585	15,496	1,784	1,517	1,061	617	98,653	78,162
1971	168,110	83,750	57,301	7,743	14,708	1,546	1,369	1,078	615	94,117	73,993
1972	171,171	85,914	55,853	8,614	15,438	1,819	1,530	1,135	808	97,542	73,629

TABLE II. PERCENTAGE OF STATE EMPLOYEES BY SEX WITHIN ETHNIC GROUPS

1967, 1970, 1971, 1972

	1967			1970			1971			1972		
ETHNIC GROUP	TOTAL NUMBER	MALE PERCENT	FEMALE PERCENT	TOTAL NUMBER	MALE PERCENT	FEMALE PERCENT	TOTAL NUMBER	MALE PERCENT	FEMALE PERCENT	TOTAL NUMBER	MALE PERCENT	FEMALE PERCENT
ALL GROUPS	145,082	57.7	42.3	176,815	55.8	44.2	168,110	56.0	44.0	171,171	57.0	43.0
WHITE	125,629	60.0	40.0	147,805	59.0	41.0	141,051	59.4	40.6	141,767	60.6	39.4
BLACK	16,519	40.1	59.9	24,081	35.7	64.3	22,451	34.5	65.5	24,952	35.8	64.2
PUERTO RICAN	1,777	59.3	40.7	3,251	53.3	46.7	2,915	53.0	47.0	3,949	54.3	45.7
OTHER	1,157	56.0	44.0	1,678	63.2	36.8	1,693	63.7	36.3	2,403	59.7	40.3

TABLE III. NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES

	ALL GROUPS				WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972
AGRICULTURE AND MARKETS	981	997	1,002	969	971	950	955	922	9	45	41	38	1	2	5	4	0	0	1	5
AUDIT AND CONTROL	1,759	1,971	2,002	1,939	1,713	1,884	1,916	1,898	43	77	76	29	3	3	4	6	0	7	6	6
BANKING	415	444	438	441	396	418	409	409	14	13	18	19	5	8	10	12	0	5	1	1
CIVIL SERVICE	747	944	873	799	707	839	817	753	37	94	49	40	3	9	7	6	0	2	0	0
PUBLIC EMPLOYEES RELATIONS BD.		59	56	56	0	57	54	54	0	2	2	2	0	0	0	0	0	0	0	0
COMMERCE	376	424	391	369	367	391	368	339	9	22	19	20		8	7	7	0	3	2	3
CORRECTIONAL SERVICES	6,574	6,884	7,436	7,935	6,280	6,525	6,979	7,134	290	329	415	667	3	24	34	109	1	6	8	25
EDUCATION	2,529	3,688	3,448	3,376	2,323	3,393	3,191	3,116	178	256	224	222	8	21	16	21	20	18	17	17
EXECUTIVE																				
EXECUTIVE CHAMBER	167	210	209	190	141	179	176	157	26	30	32	31	0	1	1	1	0	0	0	1
AGING, OFFICE FOR THE	13	23	18	30	13	20	15	26	0	3	3	3	0	0	0	1	0	0	0	0
ALCOHOLIC BEVERAGE CONTROL DIV.	570	688	643	510	496	597	563	426	59	75	66	70	15	16	14	14	0	0	0	0
ARTS, COUNCIL ON THE	25	75	73	71	23	57	56	54	2	13	16	16	0	5	1	1	0	0	0	0
BUDGET, DIV. OF	197	258	257	257	195	254	252	253	2	4	5	4	0	0	0	0	0	0	0	0
CRIME VICTIMS COMPENSATION BOARD	12	25	27	28	11	19	21	22	1	4	5	5	0	2	1	1	0	0	0	0
GENERAL SERVICES OFFICE OF	1,930	2,738	2,655	2,571	1,569	2,321	2,307	2,177	344	389	322	361	17	26	21	31	0	2	5	2

TABLE III. NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES (CONTD)

	ALL GROUPS				WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972
HOUSING AND COMMUNITY RENEWAL	350	414	372	365	327	347	311	310	53	55	51	47	8	10	9	6	2	2	1	2
HUMAN RIGHTS, DIV. OF	217	277	248	236	133	153	143	140	73	90	76	69	11	32	27	23	0	2	2	4
CRIMINAL JUSTICE SERVICES	498	727	704	673	472	639	614	607	26	87	89	60	0	0	0	4	0	1	1	2
LOCAL GOVERNMENT OFFICE FOR	341	414	442	424	335	405	423	409	6	8	15	13	0	0	2	0	0	1	2	2
MILITARY AND NAVAL AFFAIRS	1,022	998	958	935	946	904	871	839	56	71	67	73	20	23	20	22	0	0	0	1
PARKS AND RECREATION, OFFICE OF		3,027	2,996	2,996	0	2,885	2,836	2,834	0	113	137	130	0	7	5	9	0	22	18	23
PROBATION, DIV. OF *		0	40	123	0	0	39	110	0	0	1	13	0	0	0	0	0	0	0	0
PLANNING SERVICES, OFFICE OF	113	206	207	151	106	183	179	130	3	6	19	13	0	1	2	1	4	16	7	7
STATE POLICE, DIV. OF	3,345	3,782	3,798	3,670	3,325	3,756	3,765	3,638	13	16	19	18	2	2	4	3	5	8	10	11
VETERANS AFFAIRS, DIV. OF	182	189	183	179	175	181	176	170	5	5	5	6	2	3	2	1	0	0	0	2
YOUTH, DIV. OF **	321	471	2,388	1,979	257	351	1,898	1,528	57	101	433	411	5	16	44	32	2	3	13	8
HEALTH	4,336	4,618	4,175	4,337	3,797	4,063	3,654	3,778	399	422	384	400	23	41	38	47	117	92	99	112
INSURANCE	647	750	693	708	616	701	654	662	24	39	35	36	7	8	2	4	0	2	2	6
LABOR DEPT. TOTAL	12,170	12,351	13,516	13,706	10,488	10,277	11,405	11,108	1,574	1,878	1,887	2,208	91	168	201	346	17	28	23	44
LABOR (MAIN)	1,352	1,248	1,131	10,654	1,256	1,145	1,050	8,903	83	80	68	1,447	6	17	8	275	7	6	5	29
EMPLOYMENT, DIV. OF	7,565	8,040	9,346	***	6,741	6,862	8,011	***	781	1,079	1,169	***	39	85	151	***	4	14	15	***
LABOR RELATIONS BOARD	92	86	80	78	79	72	67	67	11	11	10	9	2	3	3	2		0	0	0
STATE INSURANCE FUND	1,588	1,396	1,395	1,429	1,165	983	963	961	396	377	393	423	22	30	33	31	5	6	6	14
WORKMEN'S COMPENSATION BOARD	1,578	1,581	1,564	1,545	1,247	1,215	1,213	1,177	303	331	315	329	22	33	34	38	1	2	2	1

TABLE III. NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES (CONT'D)

	ALL GROUPS				WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972
LAW	825	983	997	1,082	785	927	907	949	34	43	64	60	6	10	22	16		3	4	7
MENTAL HYGIENE	47,479	59,503	54,181	56,314	35,573	42,401	38,513	39,029	10,088	14,177	13,108	14,298	1,274	2,149	1,817	2,032	544	776	743	955
NARCOTIC ADDICTION CONTROL COMM.	975	4,560	3,947	3,829	489	2,504	2,228	2,171	423	1,757	1,444	1,366	63	278	253	236		21	22	56
MOTOR VEHICLES	3,142	3,700	3,378	2,747	2,868	3,823	3,050	2,480	264	354	307	292	6	20	17	17	4	3	4	8
PUBLIC SERVICE	542	650	517	556	519	615	486	519	21	26	18	22	2	5	7	12		4	6	3
SOCIAL SERVICES**	3,375	4,013	1,453	1,443	2,793	3,824	1,252	1,231	530	603	165	170	42	73	27	34	10	13	9	8
STATE	589	581	512	671	509	536	472	630	20	37	34	34	9	8	5	6	1	0	1	1
STATE UNIVERSITY OF NEW YORK	20,790	26,829	26,784	27,064	19,191	24,113	23,898	24,201	1,124	2,000	2,092	2,051	96	164	187	206	379	552	607	606
TAXATION AND FINANCE	5,397	6,079	5,613	5,888	5,089	5,624	5,201	5,480	315	389	357	353	35	59	50	48	8	7	5	12
TRANSPORTATION	14,081	14,619	14,204	13,750	13,878	14,368	13,971	13,582	160	181	169	160	8	19	23	19	35	51	41	39
BRIDGE AUTHORITY	111	110	109	108	111	110	109	108		0	0	0		0	0	0		0	0	0
EAST HUDSON PARKWAY AUTHORITY		292	296	297		269	273	272		21	23	25		0	0	0		2	0	0
HOUSING FINANCE AGENCY	18	38	39	41	15	33	35	33	1	5	3	4	2	0	1	2		0	0	2
INVESTIGATION, TEMPORARY COMMISSION OF	35	31	31	30	34	30	30	29	1	1	1	1		0	0	0		0	0	0
JOB DEVELOPMENT AUTHORITY	10	9	9	10	10	9	9	10		0	0	0		0	0	0		0	0	0
HEALTH AND MENTAL HYGIENE FACILITIES IMPROVEMENT CORPORATION	134	224	208	214	127	201	191	199	5	16	9	8		2	3	3	2	5	5	4
NEW YORK HIGHER EDUCATION ASSISTANCE CORP.	126	127	164	148	124	127	161	147	2	0	3	1		0	0	0		0	0	0

TABLE III. NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AS REPORTED BY AGENCIES (CONT'D)

	ALL GROUPS				WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972
TEACHER'S RETIREMENT SYSTEM	175	263	266	287	173	259	262	281	2	3	3	6		0	0	0		1	1	0
THRUWAY AUTHORITY	2,391	2,431	2,435	2,788	2,328	2,371	2,378	2,722	59	56	55	61	4	4	2	2		0	0	3
ALL AGENCY TOTAL	145,082	176,815	168,110	171,171	125,629	147,805	141,051	140,915	16,519	24,081	22,451	23,956	1,777	3,251	2,915	3,341	1,777	1,678	1,693	2,003
AGENCIES NOT SURVEYED IN 1971																				
CONSUMER PROTECTION BOARD			5				3				2				0				0	
WELFARE INSPECTION			80				67				10				3				0	
EMPLOYEE RELATIONS, OFFICE OF		INCLUDED IN EXECUTIVE CHAMBER	16			INCLUDED IN EXECUTIVE CHAMBER	16				0				0				0	
SOCIAL WELFARE BOARD			112				100				11				1				0	
ADIRONDACK PARK AUTHORITY			18				18				0				0				0	
PUBLIC EMPLOYMENT PENSION			5				5				0				0				0	
COUNCIL ON ARCHITECTURE			5				4				1				0				0	
HUMAN RIGHTS APPEAL BOARD			11				4				5				2				0	
ENVIRONMENTAL ADVISORS			2				2								0				0	
POWERS OF LOCAL GOV'T.****			6				4				2				0				0	
ATOMIC AND SPACE DEVELOPMENT AUTHORITY			23				22				1				0				0	
STATE UNIVERSITY CONSTRUCTION FUND			186				179				6				0				1	
DORMITORY AUTHORITY			91				85				5				1				0	
BETHPAGE PARK AUTHORITY			112				93				18				1				0	
JONES BEACH PARK			285				250				35				0				0	
GRAND TOTAL			171,171				141,767				24,052				3,349				2,003	

TOTALS FOR 1967 AND 1970 DO NOT ADD DUE TO AGENCY CHANGES, ABOLISHMENTS, ETC.

* PROBATION OFFICE WAS PREVIOUSLY REPORTED UNDER CORRECTIONAL SERVICES
** THE INSTITUTIONS OF DIVISION FOR YOUTH WERE PREVIOUSLY REPORTED UNDER SOCIAL SERVICES
*** DIVISION OF EMPLOYMENT MERGED WITH LABOR MAIN
LABOR DEPARTMENT INCLUDES LABOR MAIN, DIVISION OF EMPLOYMENT, LABOR RELATIONS BOARD, STATE INSURANCE FUND AND WORKMEN'S COMPENSATION BOARD
**** ABOLISHED APRIL 1, 1973

Percentage of Each Ethnic Group Employed in Ten Largest State Agencies

1972

AGENCY	TOTAL	PERCENT OF STATE EMPLOYMENT	WHITE	BLACK	PUERTO RICAN	OTHER	MALE	FEMALE
Mental Hygiene	56,314	32.9	69.3	25.4	3.6	1.7	41.6	58.4
State University of New York	27,064	15.8	89.4	7.6	0.8	2.2	59.6	40.4
Transportation	13,750	8.0	98.4	1.2	0.1	0.3	91.5	8.5
Labor	10,654	6.2	83.5	13.6	2.6	0.3	45.8	54.2
Correctional Services	7,935	4.6	89.9	8.4	1.4	0.3	84.4	15.6
Taxation and Finance	5,888	3.4	93.1	6.0	0.7	0.2	47.6	52.4
Health	4,337	2.5	87.1	9.2	1.1	2.6	42.5	57.5
Narcotic Addiction Control Commission	3,829	2.2	56.6	35.7	6.2	1.5	69.8	30.2
State Police	3,670	2.1	99.1	0.5	0.1	0.3	91.2	8.8
Education	3,376	2.0	92.3	6.6	0.6	0.5	43.3	56.7

TABLE IV. STATE AGENCIES WITH A CHANGE OF FIFTY OR MORE EMPLOYEES BETWEEN 1971 AND 1972

AGENCY	ALL GROUPS				CHANGE FROM 1971-1972	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES	% OF CHANGE 1971-1972
	1967	1970	1971	1972						
AUDIT AND CONTROL	1,759	1,971	2,002	1,939	- 63	- 18	- 47	+ 2		- 3.1%
CIVIL SERVICE	747	944	873	799	- 74	- 64	- 9	- 1		- 8.5%
CORRECTIONAL SERVICES	6,574	6,884	7,436	7,935	+499	+155	+252	+ 75	+ 17	+ 6.7%
EDUCATION	2,529	3,688	3,448	3,376	- 72	- 75	- 2	+ 5		- 2.1%
ENVIRONMENTAL CONSERVATION		2,877	2,719	2,974	+255	+258	+ 5		- 8	+ 9.4%
ALCOHOLIC BEVERAGE CONTROL	570	688	643	510	-133	-137	+ 4			- 20.7%
GENERAL SERVICES, OFFICE OF	1,930	2,738	2,655	2,571	- 84	-130	+ 39	+ 10	- 3	- 3.2%
PROBATION, DIV. OF			40	123	+ 83	+ 71	+ 12			+207.5%
PLANNING SERVICES, OFFICE OF	113	206	207	151	- 56	- 49	- 6	- 1		- 27.1%
STATE POLICE, DIV. OF	3,345	3,782	3,798	3,670	-128	-127	- 1	- 1	+ 1	- 3.4%
YOUTH, DIV. OF	321	471	2,388	1979	-409	-370	- 22	- 12	- 5	- 17.1%
HEALTH	4,336	4,618	4,175	4,337	+162	+124	+ 16	+ 9	+ 13	+ 3.9%
LABOR*	12,170	12,351	13,516	13,706	+190	-297	+321	+145	+ 21	+ 1.4%
MENTAL HYGIENE	47,479	59,503	54,181	56,314	+2,133	+516	+1,190	+215	+212	+ 3.9%
NARCOTIC ADDICTION CONTROL COMM.	975	4,560	3,947	3,829	-118	- 57	- 78	- 17	+ 34	- 3.0%
MOTOR VEHICLES	3,142	3,700	3,378	2,747	-631	-620	- 15		+ 4	- 18.7%
STATE	539	581	512	671	+159	+158		+ 1		+ 31.1%
STATE UNIVERSITY OF NEW YORK	20,790	26,829	26,784	27,064	+280	+303	- 41	+ 19	- 1	+ 1.0%

TABLE IV. STATE AGENCIES WITH A CHANGE OF FIFTY OR MORE EMPLOYEES BETWEEN 1971 AND 1972 (CONT'D)

AGENCY	ALL GROUPS				CHANGE FROM 1971-1972	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES	% OF CHANGE 1971-1972
	1967	1970	1971	1972						
TAXATION AND FINANCE	5,397	6,079	5,613	5,888	+275	+279	- 4	- 7	+ 7	+ 4.9%
TRANSPORTATION	14,081	14,619	14,204	13,750	-454	-439	- 9	- 4	- 2	- 3.2%
THRUWAY AUTHORITY	2,391	2,431	2,435	2,788	+353	+344	+ 6		+ 3	+ 14.5%
TOTAL FOR THESE AGENCIES	129,188	159,520	154,954	157,121	+2,167	-175	+1,611	+ 438	+ 293	+ 1.4%

* LABOR DEPARTMENT INCLUDES STATE INSURANCE FUND, WORKMEN'S COMPENSATION, LABOR (MAIN)

TABLE V DISTRIBUTION OF STATE EMPLOYEES BY ETHNIC GROUP AND SEX
WITHIN OCCUPATIONAL GROUP BY SALARY GRADE
1972

Occupational Group By Salary Grade	White Male	White Female	Black Male	Black Female	Puerto Rican Male	Puerto Rican Female	Other Minority Male	Other Minority Female	Total Male	Total Female
Laborers	7,764	301	340	46	60	1	41	4	8,205	352
1 - 6	5,846	293	318	46	59	1	35	4	6,258	344
7 - 13	1,459	8	17	—	1	—	4	—	1,481	8
14 - 20	455	—	5	—	—	—	2	—	462	—
21 - 30	4	—	—	—	—	—	—	—	4	—
31 - 38	—	—	—	—	—	—	—	—	—	—
Data Processors	869	166	21	6	3	—	7	—	900	172
1 - 6	1	—	—	—	—	—	—	—	1	—
7 - 13	157	42	9	4	1	—	2	—	169	46
14 - 20	443	88	8	2	2	—	3	—	456	90
21 - 30	247	36	4	—	—	—	1	—	252	36
31 - 38	21	—	—	—	—	—	1	—	22	—
Service Workers	11,296	14,419	4,124	9,475	919	809	139	226	16,478	24,929
1 - 6	3,121	4,195	1,085	2,151	350	214	90	115	4,596	6,675
7 - 13	8,031	10,209	3,060	7,315	569	595	49	110	11,729	18,229
14 - 20	122	15	9	9	—	—	—	1	131	25
21 - 30	22	—	—	—	—	—	—	—	22	—
31 - 38	—	—	—	—	—	—	—	—	—	—
Protective Service Workers	8,942	249	1,152	316	290	6	21	1	10,405	572
1 - 6	287	7	15	1	1	—	—	—	303	8
7 - 13	1,100	43	141	89	26	—	4	1	1,271	83
14 - 20	7,412	198	995	276	173	6	16	—	8,596	480
21 - 30	142	1	1	—	—	—	1	—	144	1
31 - 38	1	—	—	—	—	—	—	—	1	—
Operatives	5,175	754	365	255	141	77	60	28	5,741	1,114
1 - 6	370	571	144	224	66	69	39	28	619	892
7 - 13	4,620	180	220	31	75	8	21	—	4,936	219
14 - 20	130	3	1	—	—	—	—	—	131	3
21 - 30	55	—	—	—	—	—	—	—	55	—
31 - 38	—	—	—	—	—	—	—	—	—	—
Craftsmen	6,887	20	313	11	89	—	36	1	7,275	32
1 - 6	95	2	2	—	1	—	—	—	98	2
7 - 13	6,134	18	301	8	84	—	34	1	6,553	27
14 - 20	598	—	10	3	4	—	2	—	614	3
21 - 30	10	—	—	—	—	—	—	—	10	—
31 - 38	—	—	—	—	—	—	—	—	—	—

TABLE V DISTRIBUTION OF STATE EMPLOYEES BY ETHNIC GROUP AND SEX
WITHIN OCCUPATIONAL GROUP BY SALARY GRADE
1972 (CONT'D)

OCCUPATIONAL GROUP BY SALARY GRADE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	PUERTO RICAN MALE	PUERTO RICAN FEMALE	OTHER MINORITY MALE	OTHER MINORITY FEMALE	TOTAL MALE	TOTAL FEMALE
TECHNICIANS	4,683	2,002	329	276	43	23	50	44	5,105	2,345
1 - 6	421	230	59	45	6	6	3	3	489	284
7 - 13	2,186	944	121	135	22	11	20	22	2,349	1,112
14 - 20	1,405	442	111	75	12	4	11	11	1,539	532
21 - 30	669	386	38	21	3	2	15	8	725	417
31 - 38	2	—	—	—	—	—	1	—	3	—
INVESTIGATORS & INSPECTORS	2,833	114	103	34	17	1	9	2	2,962	151
1 - 6	74	3	2	--	—	--	--	—	76	3
7 - 13	975	58	57	27	6	—	3	--	1,041	85
14 - 20	1,482	43	39	7	11	1	6	2	1,538	53
21 - 30	299	10	5	--	—	—	--	—	304	10
31 - 38	3	—	—	—	--	—	—	—	3	--
ADMINISTRATORS & PROFESSIONALS	30,548	11,734	1,298	1,565	267	139	808	407	32,916	13,845
1 - 6	298	49	16	9	3	1	3	--	320	59
7 - 13	1,538	2,246	156	390	34	24	25	107	1,753	2,767
14 - 20	15,205	7,597	710	1,006	145	102	247	158	16,307	8,863
21 - 30	10,288	1,584	333	137	58	6	279	80	10,958	1,807
31 - 38	3,219	258	83	23	27	6	249	62	3,578	349
CLERICAL	6,209	25,780	554	3,445	77	473	24	93	6,864	29,791
1 - 6	2,841	17,267	372	2,469	55	405	20	71	3,288	20,212
7 - 13	2,753	7,874	164	938	22	66	3	21	2,942	8,899
14 - 20	576	628	18	38	—	2	--	1	594	669
21 - 30	37	11	—	—	—	—	1	—	38	11
31 - 38	2	—	—	—	—	—	—	—	2	--
MANAGEMENT	391	51	5	2	0	0	2	0	398	53
1 - 6	—	—	—	—	—	—	—	—	—	—
7 - 13	1	—	—	—	—	—	—	—	1	--
14 - 20	194	31	2	1	—	—	2	--	198	32
21 - 30	182	19	3	1	--	—	—	--	185	20
31 - 38	14	1	—	—	—	—	—	—	14	1

TABLE VI DISTRIBUTION OF STATE EMPLOYEES BY*
SEX, ETHNIC GROUP AND OCCUPATIONAL GROUP
1967, 1970, 1971, 1972

OCCUPATIONAL GROUP		WHITE	BLACK	PUERTO RICAN	OTHER MINORITY	MALE	FEMALE	TOTALS
LABORERS								
	1967	6,075	448	124	20	6,242	425	6,667
	1970	7,720	645	89	113	8,009	558	8,567
	1971	5,964	489	104	37	6,350	244	6,594
	1972	8,065	386	61	45	8,20	352	8,557
SERVICE WORKERS								
	1967	28,540	9,776	1,004	216	19,089	20,447	39,536
	1970	29,947	13,850	1,792	295	18,302	27,582	45,884
	1971	27,127	12,610	1,517	287	15,747	25,794	41,541
	1972	25,715	13,599	1,728	365	16,478	24,929	41,407
PROTECTIVE SERVICE WORKERS								
	1967	8,656	594	36	5	8,698	593	9,291
	1970	10,384	1,640	182	19	11,433	792	12,225
	1971	10,155	1,332	169	18	11,158	516	11,674
	1972	9,191	1,468	206	22	10,315	572	10,887
OPERATIVES								
	1967	4,644	354	100	14	4,337	775	5,112
	1970	7,216	575	282	35	6,884	1,224	8,108
	1971	6,823	625	201	99	6,489	1,259	7,748
	1972	5,929	620	218	88	5,741	1,114	6,855
CRAFTSMEN								
	1967	5,648	192	75	5	5,675	240	5,915
	1970	5,827	177	52	10	5,935	131	6,066
	1971	6,671	221	56	16	6,886	78	6,964
	1972	6,857	324	89	37	7,275	32	7,307
CLERICAL								
	1967	28,401	2,577	222	63	6,133	25,130	31,263
	1970	33,156	3,669	447	96	6,238	31,130	37,368
	1971	31,879	3,406	429	79	5,955	29,838	35,793
	1972	31,389	3,999	550	117	6,864	29,791	36,655

TABLE VI DISTRIBUTION OF STATE EMPLOYEES BY
SEX, ETHNIC GROUP AND OCCUPATIONAL GROUP
1967, 1970, 1971, 1972 (CONT'D)

OCCUPATIONAL GROUP		WHITE	BLACK	PUERTO RICAN	OTHER MINORITY	MALE	FEMALE	TOTALS
TECHNICIANS								
	1967	3,586	169	25	118	2,953	945	3,898
	1970	5,307	425	37	33	4,259	1,543	5,802
	1971	4,618	364	34	34	3,828	1,222	5,050
	1972	6,685	605	66	94	5,105	2,345	7,450
INVESTIGATORS & INSPECTORS								
	1967	2,787	132	18	3	2,691	249	2,940
	1970	2,400	146	21	6	2,447	126	2,573
	1971	2,508	153	27	4	2,543	149	2,692
	1972	2,947	137	18	11	2,962	151	3,113
MANAGEMENT (BUSINESS)	1967	**	**	**	**	**	**	**
	1970	935	27	2	1	831	134	965
	1971	951	54	4	1	738	272	1,010
	1972	442	7	0	2	398	53	451
DATA PROCESSORS								
	1967	419	11	--	1	344	87	431
	1970	1,049	36	1	8	825	269	1,094
	1971	1,168	34	2	4	921	287	1,208
	1972	1,035	27	3	7	900	172	1,072
ADMINISTRATORS & PROFESSIONALS								
	1967	36,878	2,266	173	712	27,588	12,441	40,029
	1970	43,864	2,891	346	1,062	33,490	14,673	48,163
	1971	43,187	3,162	374	1,113	33,502	14,334	47,836
	1972	42,282	2,863	406	1,210	32,916	13,845	46,761
TOTALS								
	1967	125,629	16,519	1,777	1,157	83,750	61,332	145,082
	1970	147,805	24,081	3,251	1,678	98,653	78,162	176,815
	1971	141,051	22,451	2,915	1,693	94,117	73,993	168,110
	1972	141,187	24,035	3,345	1,998	97,159	73,356	170,515

*INCLUDES SUNY AND DOES NOT INCLUDE FOUR STATE AGENCIES WITH 656 PERSONS

**IN 1967, INCLUDED WITH ADMINISTRATORS AND PROFESSIONALS

TABLE VII MALE--FEMALE PERCENTAGE WITHIN OCCUPATIONAL GROUP
1967, 1970, 1971, 1972

OCCUPATIONAL GROUP	1967 TOTAL NO.	1967 MALE $	1967 FEMALE $	1970 TOTAL NO.	1970 MALE $	1970 FEMALE $	1971 TOTAL NO.	1971 MALE $	1971 FEMALE $	1972 TOTAL NO.	1972 MALE $	1972 FEMALE $
ALL GROUPS	145,082	57.7	42.3	176,815	55.8	44.2	168,110	56.0	44.0	170,515*	57.0	43.0
LABORERS	6,667	93.6	6.4	8,567	93.5	6.5	6,594	96.3	3.7	8,557	95.9	4.1
SERVICE WORKERS	39,536	48.3	51.7	45,884	39.9	60.1	41,541	37.9	62.1	41,407	39.8	60.2
PROTECTIVE SERVICE WORKERS	9,291	93.6	6.4	12,225	93.5	6.5	11,674	95.6	4.4	10,887	94.7	5.3
OPERATIVES	5,112	84.8	15.2	8,108	84.9	15.1	7,748	83.8	16.2	6,855	83.7	16.3
CLERICAL	31,263	19.6	80.4	37,368	16.7	83.3	35,798	16.6	83.4	36,655	18.7	81.3
CRAFTSMEN	5,915	95.9	4.1	6,066	97.8	2.2	6,964	98.9	1.1	7,307	99.6	0.4
TECHNICIANS	3,898	75.8	24.2	5,802	73.4	26.6	5,050	75.8	24.2	7,450	68.5	31.5
INVESTIGATORS & INSPECTORS	2,940	91.5	8.5	2,573	95.1	4.9	2,692	94.5	5.5	3,113	95.1	4.9
MANAGEMENT--BUSINESS	**	**	**	965	86.1	13.9	1,010	73.1	26.9	451	88.2	11.8
DATA PROCESSORS	481	79.8	20.2	1,094	75.4	24.6	1,208	76.2	23.8	1,072	84.0	16.0
ADMINISTRATORS & PROFESSIONALS	40,029	68.9	31.1	48,163	69.5	30.5	47,836	70.0	30.0	46,761	70.4	29.6

*DOES NOT INCLUDE FOUR AGENCIES SURVEYED--
HIGHER EDUCATION ASSISTANCE CORPORATION, HEALTH AND MENTAL HYGIENE FACILITIES IMPROVEMENT CORPORATION,
DORMITORY AUTHORITY, AND STATE UNIVERSITY CONSTRUCTION FUND .. PERCENTAGES DO NOT CHANGE
WHEN EXCLUDING THESE AGENCIES.

**INCLUDED IN ADMINISTRATORS & PROFESSIONALS IN 1967

TABLE VIII PERCENTAGE OF EACH ETHNIC GROUP WITHIN OCCUPATIONAL GROUP
1967 - 1972

	1967					1972				
Occupational Group	Total No.	White	Black	Puerto Rican	Other Minorities	Total No.	White	Black	Puerto Rican	Other Minorities
All Groups	145,082	86.6%	11.4%	1.2%	0.8%	170,515*	82.7%	14.1%	2.0%	1.2%
Laborers	6,667	91.1	6.7	1.9	0.3	8,557	94.3	4.5	0.7	0.5
Service Workers	39,536	72.3	24.7	2.5	0.5	41,407	62.1	32.8	4.2	0.9
Protective Service Workers	9,291	93.1	6.4	0.4	0.1	10,887	84.4	13.5	1.9	0.2
Operatives	5,112	90.8	6.9	2.0	0.3	6,855	86.5	9.0	3.2	1.3
Clerical	31,263	90.9	8.2	0.7	0.2	36,655	87.3	10.9	1.5	0.3
Craftsmen	5,915	95.4	3.2	1.3	0.1	7,307	93.8	4.4	1.2	0.5
Technicians	3,898	92.1	4.3	0.6	3.0	7,450	89.7	8.1	0.9	1.3
Investigators and Inspectors	2,940	94.8	4.5	0.6	0.1	3,113	94.7	4.4	0.6	0.4
Business Management	**	**	**	**	**	451	98.0	1.6	0.0	0.4
Data Processors	431	97.2	2.6	—	0.2	1,072	96.5	2.5	0.3	0.7
Administrative and Professional	40,029	92.1	5.7	0.4	1.8	46,761	90.4	6.1	0.9	2.6

*Does not include four Agencies surveyed Higher Education Assistance Corporation, Health and Mental Hygiene Facilities Improvement Corporation, Dormitory Authority and State University Construction Fund. Percentages do not change when excluding these Agencies.

**Included in Administrative and Professional

TABLE IX
NUMBER OF PERSONS IN EACH OCCUPATIONAL CATEGORY BY STATE AGENCY AND THE PERCENTAGE OF MINORITY WITHIN EACH CATEGORY IN EACH AGENCY

STATE AGENCY	LABORERS		SERVICE WORKERS		PROTECTIVE SERVICE WORKERS		OPERATIVES		CRAFTSMEN		CLERICAL		TECHNICIANS		INVESTIGATORS & INSPECTORS		DATA PROCESSORS		BUSINESS MANAGEMENT		ADMINISTRATORS PROFESSIONALS	
	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.
Agriculture & Markets	22	9.0	1	-	-	-	4	-	14	7.1	197	3.0	13	7.7	535	7.0	2	-	-	-	181	-
Audit & Control	8	-	-	-	-	-	2	50.0	-	-	1,286	2.8	-	-	1	-	42	-	6	-	644	1.9
Banking	-	-	-	-	-	-	1	100.0	-	-	105	24.7	-	-	-	-	1	-	-	-	334	1.5
Civil Service	5	40.0	1	-	-	-	1	100.0	-	-	401	3.5	13	-	2	-	22	-	1	-	353	8.2
Public Employment Relations Board	-	-	-	-	-	-	1	-	-	-	23	4.3	-	-	-	-	-	-	-	-	32	3.1
Commerce	5	-	-	-	-	-	1	-	1	-	186	10.2	4	-	-	-	4	25.0	1	-	167	6.0
Correctional Services	93	4.3	115	12.2	4,684	11.2	175	5.7	409	1.7	1,022	8.8	31	9.7	21	4.8	2	-	21	4.8	1,372	10.9
Education	92	12.0	119	10.9	16	6.3	34	8.8	63	1.6	1,596	10.3	23	4.3	29	-	42	-	4	-	1,358	4.8
Environmental Conservation	504	0.4	19	-	259	-	80	2.6	153	-	500	1.6	422	1.6	18	7.7	7	-	3	-	974	1.5
Executive:																						
Executive Chamber	-	-	2	50.0	-	-	1	-	-	-	128	19.6	-	-	-	-	-	-	-	-	59	11.9
Aging, Off. For	-	-	-	-	-	-	-	-	-	-	16	25.0	-	-	-	-	-	-	-	-	14	-
Alcoholic Beverage Control Div.	1	-	-	-	-	-	-	-	-	-	291	25.1	-	-	10	8.4	-	-	1	-	110	1.8
Arts, Council On The	-	-	-	-	-	-	-	-	-	-	21	38.1	-	-	-	-	-	-	1	-	49	18.3
Budget, Div of	-	-	-	-	-	-	-	-	-	-	86	2.3	-	-	-	-	5	-	7	-	159	1.3
Crime Victims Comp. Bd.	-	-	-	-	-	-	-	-	-	-	12	3.3	-	-	10	20.0	-	-	-	-	6	-
General Services Office Of	125	9.6	840	33.3	161	14.3	89	20.2	206	3.9	405	8.3	77	1.3	10	10.0	47	4.3	63	-	548	2.8
Housing & Community Renewal Div. Of	2	50.0	-	-	-	-	1	-	-	-	110	28.1	2	-	4	-	-	-	-	-	246	9.3
Human Rights, Div. Of	1	100.0	-	-	-	-	-	-	-	-	96	47.8	-	-	2	-	-	-	-	-	137	35.8

TABLE IX
NUMBER OF PERSONS IN EACH OCCUPATIONAL CATEGORY BY STATE AGENCY AND THE PERCENTAGE OF MINORITY WITHIN EACH CATEGORY IN EACH AGENCY

STATE AGENCY	LABORERS No.	LABORERS % Min.	SERVICE WORKERS No.	SERVICE WORKERS % Min.	PROTECTIVE SERVICE WORKERS No.	PROTECTIVE SERVICE WORKERS % Min.	OPERATIVES No.	OPERATIVES % Min.	CRAFTSMEN No.	CRAFTSMEN % Min.	CLERICAL No.	CLERICAL % Min.	TECHNICIANS No.	TECHNICIANS % Min.	INVESTIGATORS & INSPECTORS No.	INVESTIGATORS & INSPECTORS % Min.	DATA PROCESSORS No.	DATA PROCESSORS % Min.	BUSINESS MANAGEMENT No.	BUSINESS MANAGEMENT % Min.	ADMINISTRATORS & PROFESSIONALS No.	ADMINISTRATORS & PROFESSIONALS % Min.
EXECUTIVE:																						
CRIMINAL JUSTICE SERVICES	-	-	-	-	-	-	1	-	-	-	500	11.6	-	-	11	9.1	64	3.2	-	-	97	4.1
LOCAL GOV'T OFFICE FOR	3	-	-	-	-	-	1	-	2	-	148	6.8	6	-	-	-	32	-	2	-	230	2.2
MILITARY & NAVAL AFFAIRS	56	2.1	582	14.1	-	-	2	-	134	11.2	116	2.6	7	-	2	50.0	2	-	-	-	44	-
PARKS & RECREATION	1,025	5.7	148	5.6	464	5.0	88	4.5	694	8.5	814	2.2	41	-	6	-	2	-	2	-	218	1.4
PROBATION, DIV. OF	-	-	1	100.0	-	-	-	-	-	-	36	8.3	-	-	-	-	-	-	1	-	85	10.6
PLANNING SERVICES, OFFICE OF	-	-	-	-	-	-	1	-	-	-	51	11.8	3	-	-	-	4	25.0	-	-	92	15.2
STATE POLICE DIV. OF	10	-	14	7.1	2,687	0.6	54	-	7	-	852	2.8	3	-	589	0.9	26	-	1	-	27	3.7
VETERANS AFFAIRS	-	-	-	-	-	-	1	-	-	-	80	6.3	-	-	-	-	-	-	-	-	98	4.1
YOUTH, DIV. FOR	28	4.3	829	30.6	8	25.0	77	5.2	91	5.5	272	11.4	28	25.0	-	-	-	-	14	-	687	23.1
HEALTH	259	14.0	700	34.3	14	7.1	115	17.3	148	2.1	1,918	6.0	895	13.2	87	5.7	44	4.5	6	-	1,562	8.5
INSURANCE	1	-	-	-	-	-	1	-	-	-	207	15.0	-	-	-	-	6	-	-	-	498	3.0
LABOR DEPT.	85	25.7	221	79.2	60	48.4	7	42.9	5	-	4,446	20.7	8	-	704	3.8	80	2.5	-	-	5,084	11.5
LABOR RELATIONS BOARD	1	-	-	-	-	-	-	-	-	-	42	26.2	-	-	-	-	-	-	-	-	85	-
STATE INSURANCE FUND	-	-	-	-	-	-	-	-	1	-	869	44.8	-	-	89	14.6	19	7.7	2	-	455	14.5
WORKMEN'S COMP. BOARD	26	53.8	6	100.0	10	80.0	1	100.0	2	-	1,119	26.3	1	100.0	96	12.5	4	-	1	-	284	14.8

TABLE IX
NUMBER OF PERSONS IN EACH OCCUPATIONAL CATEGORY BY STATE AGENCY AND THE PERCENTAGE OF MINORITY WITHIN EACH CATEGORY IN EACH AGENCY

STATE AGENCY	LABORERS		SERVICE WORKERS		PROTECTIVE SERVICE WORKERS		OPERATIVES		CRAFTSMEN		CLERICAL		TECHNICIANS		INVESTIGATORS & INSPECTORS		DATA PROCESSORS		BUSINESS MANAGEMENT		ADMINISTRATORS & PROFESSIONALS	
	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.	No.	% Min.
LAW	3	-	-	-	-	-	1	-	-	-	400	17.5	2	-	88	4.6	-	-	1	-	537	1.4
MENTAL HYGIENE	636	11.3	34,348	39.8	690	21.6	2,588	28.0	2,258	6.6	4,219	17.3	1,819	16.3	3	33.3	29	-	116	3.4	9,506	15.5
NARCOTIC ADDICTION CONTROL COMMISSION	120	6.7	183	65.6	1,426	61.2	90	37.8	195	36.4	618	38.3	118	59.3	2	-	9	-	25	1.2	1,048	23.3
MOTOR VEHICLES	58	13.8	-	-	8	66.7	6	50.0	2	-	2,298	12.7	2	-	25	-	80	2.5	1	-	267	3.4
PUBLIC SERVICE	3	66.7	-	-	-	-	14	50.0	-	-	157	7.6	18	5.6	48	8.4	3	-	2	-	313	3.6
SOCIAL SERVICES	8	66.7	2	-	-	-	1	-	-	-	631	23.2	-	-	3	-	26	-	3	-	722	8.7
STATE	7	28.6	-	-	-	-	2	-	-	-	288	8.2	12	8.3	197	4.0	5	-	2	-	163	4.3
STATE UNIVERSITY OF N.Y.	733	13.1	3,231	25.3	458	12.7	416	8.9	1,226	6.4	5,502	6.2	2,872	12.6	1	-	288	6.9	180	0.8	12,707	8.8
TAX & FINANCE	128	17.9	-	-	-	-	40	2.5	5	20.0	3,339	8.2	-	-	289	9.7	79	2.5	-	-	2,014	4.0
TRANSPORTATION	4,066	2.2	17	-	12	-	2,380	2.0	872	0.7	1,340	1.7	2,016	1.1	136	3.6	62	3.2	2	-	2,847	0.7
BRIDGE AUTHORITY	29	-	11	-	-	-	-	-	-	-	67	-	-	-	-	-	-	-	-	-	1	-
EAST HUDSON PARK-WAY AUTHORITY	66	1.5	1	-	-	-	-	-	138	10.9	70	12.9	4	-	-	-	2	-	3	-	18	-
HOUSING FINANCE AGENCY	1	-	-	-	-	-	-	-	-	-	14	57.2	-	-	-	-	-	-	1	-	25	-
INVESTIGATION, COMMISSION	-	-	-	-	-	-	-	-	-	-	8	-	-	-	12	8.3	-	-	-	-	10	-
JOB DEVELOPMENT AUTHORITY	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	1	-	4	-
TEACHER'S RETIREMENT SYSTEM	5	-	-	-	-	-	-	-	3	33.3	180	2.8	-	-	-	-	24	-	11	-	64	-
THRUWAY AUTHORITY	213	2.8	64	4.7	-	-	576	0.9	505	1.8	1,269	8.2	9	-	5	-	15	-	11	-	121	1.7
JONES BEACH PARK	57	17.5	-	-	-	-	2	-	51	15.7	160	10.6	3	-	-	-	-	-	-	-	12	-
BETHPAGE PARK	33	24.2	2	-	--	--	--	--	26	30.8	8	-	1	-	-	-	-	-	1	-	41	7.3

TABLE IX
NUMBER OF PERSONS IN EACH OCCUPATIONAL CATEGORY BY STATE AGENCY AND THE PERCENTAGE OF MINORITY WITHIN EACH CATEGORY IN EACH AGENCY

STATE AGENCY	LABORERS No.	LABORERS $ Min.	SERVICE WORKERS No.	SERVICE WORKERS $ Min.	PROTECTIVE SERVICE WORKERS No.	PROTECTIVE SERVICE WORKERS $ Min.	OPERATIVES No.	OPERATIVES $ Min.	CRAFTSMEN No.	CRAFTSMEN $ Min.	CLERICAL No.	CLERICAL $ Min.	TECHNICIANS No.	TECHNICIANS $ Min.	INVESTIGATORS & INSPECTORS No.	INVESTIGATORS & INSPECTORS $ Min.	DATA PROCESSORS No.	DATA PROCESSORS $ Min.	BUSINESS MANAGEMENT No.	BUSINESS MANAGEMENT $ Min.	ADMINISTRATORS & PROFESSIONALS No.	ADMINISTRATORS & PROFESSIONALS $ Min.
Powers of Local Government*	-	-	-	-	-	-	-	-	-	-	8	33.3	-	-	-	-	-	-	-	-	8	33.3
Environmental Advisory	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Human Rights Appeal Bd.	-	-	-	-	-	-	-	-	-	-	6	66.7	-	-	-	-	-	-	-	-	5	60.0
Council On Architecture	-	-	-	-	-	-	-	-	-	-	2	50.0	-	-	-	-	-	-	-	-	3	-
Public Employee Pension	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	3	-
Hackensack Park Authority	3	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	16	-
Social Welfare Board	-	-	-	-	-	-	-	-	-	-	33	21.2	-	-	-	-	-	-	-	-	79	6.4
Employee Relations	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	11	-
Welfare Inspection	-	-	-	-	-	-	-	-	-	-	27	25.9	-	-	46	10.9	-	-	-	-	7	14.3
Consumer Protection Board	-	-	-	-	-	-	1	100.0	-	-	8	-	-	-	-	-	-	-	-	-	1	100.0
Atomic And Space Development	2	-	-	-	-	-	1	-	-	-	10	10.0	-	-	-	-	-	-	1	-	9	-

* Abolished 4/1/78

TABLE X. DISTRIBUTION OF STATE EMPLOYEES BY ETHNIC GROUP AND SALARY GRADE

1967-1970-1971-1972

SALARY GRADE	YEAR	TOTAL	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES	MALE	FEMALE
ALL GRADES	1967	145,082	125,629	16,519	1,777	1,157	83,750	61,332
	1970	176,815	147,805	24,081	3,251	1,678	98,658	78,162
	1971	168,110	141,051	22,451	2,915	1,698	94,117	73,993
	1972	171,171	141,767	24,052	3,349	2,003	97,542	73,629
GRADES 1-6	1967	59,096	46,576	10,872	1,295	353	22,393	36,703
	1970	69,886	52,267	15,031	2,141	447	24,001	45,885
	1971	68,036	46,976	18,709	1,936	415	21,223	41,813
	1972	44,613	36,054	6,911	1,237	411	16,062	28,551
GRADES 7-13	1967	43,434	38,910	4,006	349	169	28,549	14,885
	1970	52,402	45,089	6,314	786	213	33,040	19,362
	1971	51,129	44,180	6,059	670	220	31,219	19,910
	1972	65,930	50,796	13,159	1,545	430	34,291	31,639
GRADES 14-20	1967	28,918	27,211	1,368	97	242	20,770	8,148
	1970	35,378	32,675	2,107	221	375	24,994	10,384
	1971	36,033	33,343	2,071	229	390	25,967	10,066
	1972	41,411	37,159	3,328	462	462	30,636	10,775
GRADES 21-30	1967	11,551	10,920	244	34	353	10,044	1,507
	1970	14,914	13,952	513	66	383	12,789	2,125
	1971	13,930	12,977	493	58	402	12,068	1,862
	1972	15,210	14,204	548	72	386	12,898	2,812
GRADES 31-38	1967	2,083	2,012	29	2	40	1,994	89
	1970	4,235	3,822	116	37	260	3,829	406
	1971	3,982	3,575	119	22	266	3,640	342
	1972	4,007	3,554	106	33	314	3,655	352

*TABLE XI PERCENTAGE DISTRIBUTION OF STATE EMPLOYEES
BY ETHNIC GROUP AND SEX WITHIN SALARY GRADE

1967 AND 1972

SALARY GRADE	YEAR	ALL EMPLOYEES		WHITE		BLACK		PUERTO RICAN		OTHER MINORITIES		TOTAL PERCENTAGE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ALL GRADES	1967	145,082	100.0	52.0	34.6	4.6	4.8	0.7	0.5	0.4	0.4	57.7	42.3
	1972	171,171	100.0	50.2	32.6	5.0	9.0	1.1	0.9	0.7	0.5	57.0	43.0
GRADES 1-6	1967	59,096	100.0	29.6	49.2	6.9	11.4	1.2	1.0	0.8	0.5	37.9	62.1
	1972	44,613	100.0	30.0	50.9	4.4	11.1	1.2	1.6	0.4	0.5	36.0	64.0
GRADES 7-13	1967	43,434	100.0	61.1	28.4	3.8	5.4	0.6	0.3	0.2	0.2	65.7	34.3
	1972	65,930	100.0	44.0	33.0	6.5	13.5	1.3	1.1	0.3	0.4	52.0	48.0
GRADES 14-20	1967	28,918	100.0	68.7	25.4	2.3	2.5	0.2	0.1	0.6	0.2	71.8	28.2
	1972	41,411	100.0	67.9	21.9	4.6	3.4	0.8	0.3	0.7	0.4	74.0	26.0
GRADES 21-30	1967	11,551	100.0	82.8	11.8	1.5	0.6	0.2	0.1	2.5	0.5	[illegible]	3.0
	1972	15,210	100.0	79.8	13.4	2.6	1.1	0.4	0.1	2.0	0.6		15.2
GRADES 31-38	1967	2,083	100.0	92.7	3.9	1.1	0.3	0.1	-	1.8	0.1	95.7	4.3
	1972	4,007	100.0	82.1	6.5	2.1	0.6	0.7	0.1	6.3	1.5	91.2	8.8

* INCLUDES S. U. N. Y.

TABLE XII DISTRIBUTION OF STATE EMPLOYEES

BY JURISDICTIONAL CLASSIFICATION (EXCLUDING SUNY)

JURISDICTIONAL CLASSIFICATION	1967		1970		1971		1972	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
COMPETITIVE								
PERMANENT	90,185	72.5	101,507	67.6	98,192	69.4	94,896	65.8
TEMPORARY	5,552	4.5	4,945	3.3	3,129	2.2	7,085	4.9
PROVISIONAL	*	*	8,051	5.4	6,719	4.8	6,589	4.6
NON-COMPETITIVE	17,077	13.7	21,244	14.2	19,051	13.5	21,309	14.8
EXEMPT	1,072	0.9	1,296	0.9	1,172	0.8	1,284	0.9
LABOR	5,724	4.6	7,567	5.0	7,187	5.1	7,351	5.1
UNCLASSIFIED	64	0.1	269	0.2	369	0.3	338	0.2
OTHER (NOT COVERED BY CIVIL SERVICE LAW)	4,618	3.7	5,108	3.4	5,507	3.9	5,305	3.7
TOTAL	124,292	100.0	149,987	100.0	141,326	100.0	144,107	100.0

*INCLUDED IN TEMPORARY.

TABLE XIII PERCENTAGE DISTRIBUTION OF STATE EMPLOYEES*

BY ETHNIC GROUP AND JURISDICTIONAL CLASSIFICATION

1967 - 1970 - 1971 - 1972

JURISDICTIONAL CLASSIFICATION	TOTAL ALL GROUPS				---PERCENT WITHIN EACH CLASSIFICATION--- WHITE				BLACK				PUERTO RICAN				OTHER			
	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972	1967	1970	1971	1972
COMPETITIVE																				
PERMANENT	90,185	101,507	98,192	94,896	84.0	82.2	82.6	80.8	14.0	15.6	15.2	16.7	1.4	1.6	1.6	1.9	0.6	0.6	0.6	0.6
TEMPORARY	5,552	4,945	3,129	7,085	84.6	77.3	83.0	80.4	13.7	19.0	14.3	15.6	1.4	2.8	1.9	2.6	0.3	0.9	0.8	1.5
PROVISIONAL	**	8,051	6,719	6,589	**	78.4	78.5	78.0	**	21.9	21.7	17.3	**	3.6	2.9	3.3	**	1.1	0.9	1.4
NON-COMPETITIVE	17,077	21,244	19,051	21,309	89.8	84.0	84.0	81.6	7.7	11.2	11.3	13.1	1.7	3.1	2.9	2.9	0.8	1.7	1.8	2.4
EXEMPT	1,072	1,296	1,172	1,234	93.7	92.7	92.4	93.4	5.9	6.6	6.8	5.4	0.4	0.5	1.1	0.6	0.0	0.2	0.2	0.6
LABOR	5,724	7,567	7,187	7,351	89.7	84.9	83.4	83.1	9.4	11.2	12.8	12.9	0.7	3.5	3.1	3.1	0.2	0.4	0.6	0.9
UNCLASSIFIED	64	269	869	338	90.6	97.0	95.9	93.8	9.4	2.2	2.7	3.6	0.0	0.4	0.0	2.4	0.0	0.4	1.4	0.3
OTHER(NOT COVERED BY CIVIL SERVICE LAW)	4,618	5,108	5,507	5,305	96.9	92.8	93.7	96.7	1.8	5.1	4.7	2.9	0.5	1.5	1.1	0.6	0.8	0.6	0.5	0.4
TOTAL	124,292	149,987	141,326	144,107	85.6	82.5	83.0	81.5	12.4	14.7	14.4	15.3	1.4	2.1	1.9	2.2	0.6	0.7	0.7	1.0

* DOES NOT INCLUDE SUNY
**INCLUDED IN TEMPORARY

TABLE xiv PERCENTAGE OF STATE EMPLOYEES WITHIN EACH ETHNIC GROUP

BY JURISDICTIONAL CLASSIFICATION (EXCLUDING SUNY)

JURISDICTIONAL CLASSIFICATION	1967								1972							
	WHITE	%	BLACK	%	PUERTO RICAN	%	OTHER	%	WHITE	%	BLACK	%	PUERTO RICAN	%	OTHER	%
COMPETITIVE																
PERMANENT	75,740	71.2	12,625	82.0	1,244	74.0	576	74.1	76,634	65.7	15,828	71.9	1,850	58.7	584	41.8
TEMPORARY	4,634	4.4	763	5.0	76	4.5	19	2.4	5,695	4.8	1,104	5.0	181	5.8	105	7.5
PROVISIONAL	*	*	*	*	*	*	*	*	5,138	4.4	1,142	5.2	218	6.9	91	6.5
NON-COMPETITIVE	15,381	14.4	1,817	8.6	292	17.4	137	17.6	17,380	14.8	2,786	12.7	622	19.8	521	37.3
EXEMPT	1,005	0.9	63	0.4	4	0.2	0	0	1,153	1.0	66	0.3	8	0.3	7	0.5
LABOR	5,135	4.8	537	3.5	42	2.5	10	1.3	6,111	5.2	948	4.3	226	7.2	66	4.7
UNCLASSIFIED	58	0.1	6	**	0	0	0	0	317	0.3	12	0.1	8	0.3	1	0.1
OTHER (NOT UNDER CIVIL SERVICE LAW)	4,475	4.2	84	0.5	23	1.4	36	4.6	5,188	4.4	115	0.5	30	1.0	22	1.6
TOTAL ALL CLASSES	106,438	100.0	15,395	100.0	1,681	100.0	778	100.0	117,566	100.0	22,001	100.0	3,143	100.0	1,397	100.0

*INCLUDED IN TEMPORARY IN 1967
**LESS THAN 0.05%

TABLE XV STATE EMPLOYMENT BY ETHNIC GROUP WITHIN EACH COUNTY
1972

COUNTY	1970 POPULATION	NYS 1972 EMPLOYMENT	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES
Albany	286,742	33,179	31,769	1,196	38	146
Alleghany	46,458	617	614	3		
Bronx	1,471,701	2,568	1,193	1,023	328	24
Broome	221,815	3,624	3,509	73	6	36
Cattaraugus	81,666	737	679	4	1	53
Cayuga	77,439	678	668	9	1	
Chautauqua	147,305	1,030	1,013	7	2	8
Chemung	101,537	795	766	27	1	1
Chenango	46,368	333	331	2		
Clinton	72,934	1,926	1,891	8	3	24
Columbia	51,519	491	398	93		
Cortland	45,894	947	936	8		3
Delaware	44,718	702	692	9		1
Dutchess	222,295	8,249	7,111	1,029	50	59
Erie	1,113,491	13,619	11,895	1,417	36	271
Essex	34,631	661	648	10	1	2
Franklin	43,931	743	729	6	2	6
Fulton	52,637	412	407	5		
Genesee	58,722	291	287	4		

TABLE XV STATE EMPLOYMENT BY ETHNIC GROUP WITHIN EACH COUNTY CONT.
1972

COUNTY	1970 POPULATION	NYS 1972 EMPLOYMENT	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES
Greene	33,136	542	524	13	3	2
Hamilton	4,714	12	12			
Herkimer	67,633	128	128			
Jefferson	88,508	830	828	1		1
Kings	2,602,012	5,470	2,735	2,257	222	256
Lewis	23,644	101	101			
Livingston	54,041	2,220	2,192	10	3	15
Madison	62,864	547	545	2		
Monroe	711,917	5,698	4,870	724	26	78
Montgomery	55,883	264	264			
Nassau	1,428,080	1,985	1,711	239	23	12
New York	1,539,233	17,636	11,302	5,006	1,072	256
Niagara	235,720	718	695	22	1	
Oneida	273,037	6,388	6,166	177	4	41
Onondaga	472,746	5,475	5,065	351	12	47
Ontario	78,849	267	267			
Orange	221,657	2,281	2,044	191	26	20
Orleans	37,305	208	201	5	2	
Oswego	100,897	1,266	1,247	9		10

TABLE XV STATE EMPLOYMENT BY ETHNIC GROUP WITHIN EACH COUNTY CONT.
1972

COUNTY	1970 POPULATION	NYS 1972 EMPLOYMENT	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES
Otsego	56,181	1,223	1,175	24	2	22
Putnam	56,696	37	37			
Queens	1,986,473	4,173	1,748	2,181	114	130
Rensselaer	152,510	247	243	4		
Richmond	295,443	3,780	1,598	1,925	230	27
Rockland	229,903	5,632	3,239	2,040	217	136
St. Lawrence	111,991	2,308	2,281	7	1	19
Saratoga	121,679	1,053	1,023	24	3	3
Schenectady	160,979	266	253	11	1	1
Schoharie	24,750	502	494	7		1
Schuyler	16,737	141	141			
Seneca	35,083	1,302	1,281	9	2	10
Steuben	99,546	724	720	3		1
Suffolk	1,124,950	16,432	12,393	2,993	805	241
Sullivan	52,580	549	534	12	3	
Tioga	46,513	86	86			
Tompkins	76,879	268	255	13		
Ulster	141,241	2,005	1,873	83	28	21
Warren	49,402	362	362			

TABLE XV STATE EMPLOYMENT BY ETHNIC GROUP WITHIN EACH COUNTY CONT.
1972

COUNTY	1970 POPULATION	NYS 1972 EMPLOYMENT	WHITE	BLACK	PUERTO RICAN	OTHER MINORITIES
Washington	52,725	717	709	6		2
Wayne	79,404	1,661	1,590	56	6	9
Westchester	894,104	3,225	2,450	695	73	7
Wyoming	37,688	814	793	19	2	
Yates	19,831	17	15	2		
Total New York State	18,236,967	171,162	141,799	24,051	3,349	2,003
Employed outside New York State		9	8	1		

TABLE XVI
DISTRIBUTION OF POPULATION AND WORK FORCE OF NEW YORK STATE

BY STANDARD METROPOLITAN STATISTICAL AREA

1972

AREA	TOTAL	% OF STATE TOTAL	NO. OF WHITE	% WITHIN SMSA AREA	NO. OF BLACK	% WITHIN SMSA AREA	NO. OF PUERTO RICAN	% WITHIN SMSA AREA	NO. OF OTHER	% WITHIN SMSA AREA
ALBANY SMSA										
(ALBANY, RENSSELAER, SARATOGA, SCHENECTADY COUNTIES)										
POPULATION	721,910	4.0	695,289	96.3	23,652	3.3	*	*	2,969	0.4
NYS WORK FORCE	34,745	20.3	33,318	95.9	1,235	3.6	42	0.2	150	0.4
BINGHAMTON SMSA										
(BROOME, TIOGA COUNTIES)										
POPULATION	268,328	1.5	264,775	98.6	2,567	1.0	*	*	986	0.4
NYS WORK FORCE	3,710	2.2	3,595	96.8	78	2.0	6	0.2	36	1.0
BUFFALO SMSA										
(ERIE, NIAGARA COUNTIES)										
POPULATION	1,349,211	7.4	1,225,966	90.9	108,438	8.0	5,167	0.4	9,640	0.7
NYS WORK FORCE	14,337	8.4	12,590	87.7	1,439	10.0	36	0.3	272	2.0
GREATER ROCHESTER, SMSA										
(MONROE, LIVINGSTON, ORLEANS, WAYNE COUNTIES)										
POPULATION	882,667	4.8	814,590	92.3	57,262	6.5	6,356	0.7	4,459	0.5
NYS WORK FORCE	9,787	5.7	8,858	90.5	795	8.1	37	0.4	102	1.0

DISTRIBUTION OF POPULATION AND WORK FORCE OF NEW YORK STATE

BY STANDARD METROPOLITAN STATISTICAL AREA (CONT.)

1972

AREA	TOTAL	% OF STATE TOTAL	NO. OF WHITE	% WITHIN SMSA AREA	NO. OF BLACK	% WITHIN SMSA AREA	NO. OF PUERTO RICAN	% WITHIN SMSA AREA	NO. OF OTHER	% WITHIN SMSA AREA
SYRACUSE SMSA (ONONDAGA, OSWEGO, MADISON COUNTIES)										
POPULATION	636,507	3.5	607,772	95.5	23,338	3.7	906	0.1	4,491	0.7
NYS WORK FORCE	7,288	4.3	6,857	94.0	362	5.0	12	0.2	57	0.8
UTICA-ROME SMSA (HERKIMER, ONEIDA COUNTIES)										
POPULATION	340,670	1.9	331,527	97.3	7,646	2.2	607	0.2	890	0.3
NYS WORK FORCE	6,516	3.8	6,294	96.6	177	2.7	4	0.1	41	0.6
NEW YORK CITY SMSA (BRONX, KINGS, RICHMOND, NEW YORK, QUEENS COUNTIES)										
POPULATION	7,894,862	43.3	5,291,389	67.0	1,613,724	20.4	811,843	10.3	177,906	2.3
NYS WORK FORCE	33,627	19.7	18,576	55.2	12,392	36.9	1,966	5.8	693	2.1
GREATER NEW YORK SMSA (BRONX, KINGS, RICHMOND, NEW YORK, QUEENS, NASSAU, ROCKLAND, SUFFOLK, WESTCHESTER COUNTIES)										
POPULATION	11,571,899	63.4	8,700,260	75.2	1,828,639	15.8	845,775	7.3	197,225	1.7
NYS WORK FORCE	60,900	35.6	38,368	63.0	18,359	30.1	3,084	5.1	1,089	1.8
TOTAL OF SMSA AREAS										
POPULATION	15,771,192	86.5	12,640,179	80.2	2,051,542	13.0	858,811	5.4	220,660	1.4
NYS WORK FORCE	137,288	80.2	109,875	80.1	22,440	16.3	3,221	2.3	1,747	1.3

*PUERTO RICAN CENSUS DATA HAS BEEN DEDUCTED FROM WHITE AND BLACK CENSUS DATA TAKEN FROM TABLE 129, GENERAL CHARACTERISTICS OF PUERTO RICANS AND NOT LISTED BY COUNTY IF THE COUNT WAS UNDER 400.

WOMEN IN NEW YORK STATE GOVERNMENT

APPENDIX A

WOMEN IN NEW YORK STATE GOVERNMENT

The sixty-seven (67) New York State agencies surveyed employed 73,629 women, representing 43.0% of the 171,171 employees reported in the 1972 Ethnic Survey.

Over the five-year period from 1967 to 1972, the number of women employed in New York State Government increased by 12,297. This increase represents 47.1% of the total increase in State employment. For the same period of time, the number of men employed in New York State Government increased by 13,792. This increase represents 52.9% of the total increase in State employment.

Distribution by Ethnic Group:

The chart below shows the increase in total State employment by sex and ethnic group during the period covered by the Surveys.

		1967	1972	Numerical Increase	Increase as a % of 1967 Total
Male	Total	83,750	97,542	13,792	16.5%
	White	75,427	85,914	10,487	13.9%
	Black	6,622	8,614	1,992	30.1%
	Puerto Rican	1,053	1,819	766	72.7%
	Other Minorities	648	1,195	547	84.4%
Female	Total	61,332	73,629	12,297	20.0%
	White	50,202	55,853	5,651	11.3%
	Black	9,897	15,438	5,541	56.0%
	Puerto Rican	724	1,530	806	111.3%
	Other Minorities	509	808	299	58.7%

In 1968 and 1970, women made the largest numerical gains, increasing 7,179 between 1967 and 1968 and increasing 7,122 between 1969 and 1970. During the

period of budget cutbacks, between 1970 and 1971, the number of women employees decreased by 4,169. From 1971 to 1972, the number of women in State Government decreased by an additional 364.

Of all women employed in State Government, 55,853 or 75.8% were White; 15,438 or 21.0% were Black; 1,530 or 2.1% were Puerto Rican, and 808 or 1.1% were women categorized as Other Minorities. Of the four ethnic groups, Blacks were the only ethnic group to have a larger percentage of females than males employed in New York State Government.

Distribution by Agency:

The percentage of women within each agency ranged from a low of 1.9% in the New York State Bridge Authority to a high of 80.0% in the Council on Architecture.

Of agencies employing 1,000 or more persons, female employment ranged from a low of 8.3% in the Division of State Police to a high of 66.1% in the Department of Motor Vehicles.

The Department of Mental Hygiene employed 56,314 persons, of whom 32,911 or 58.4% were women. This constituted 44.7% of all women employed by New York State. Fifty-five and three-tenths percent (55.3%) are distributed in the remaining sixty-six (66) agencies. Without the Department of Mental Hygiene, these agencies employed 114,857 persons, of whom 40,718 or 35.5% were women and 74,139 or 64.5% were men.

Distribution by Occupational Group:

As in prior years, women were employed in all occupational categories surveyed by the Department of Civil Service. Women, who constituted 43.0% of the New York State work force, held the following percentages of each occupational category.

Occupational Category	Percent
Clerical	81.3%
Service Workers	60.2%
Technicians	31.5%
Administrative and Professional	29.6%
Operatives	16.3%
Data Processors	16.0%
Management (Business)	11.8%
Protective Service Workers	5.3%
Investigators and Inspectors	4.8%
Laborers	4.1%
Craftsmen	0.4%

The following table shows the percentage of women employed in New York State Government by occupational category:

Occupational Category	# Women Employed	% of Total Female Work Force	% of Total State Work Force
Clericals	29,791	40.6%	17.5%
Service Workers	24,929	34.0%	14.6%
Administrative and Professional	13,845	18.9%	8.1%
Technicians	2,345	3.2%	1.4%
Operatives	1,114	1.5%	0.7%
Protective Service Workers	572	0.8%	0.3%
Laborers	352	0.5%	0.2%
Data Processors	172	0.2%	0.1%
Investigators and Inspectors	151	0.2%	0.1%
Management (Business)	53	0.1%	0.0%*
Craftsmen	32	0.0%*	0.0%*
Total all categories	73,356**	100.0%	43.0%

* Less than 0.05%
**Does not include 273 women in four agencies for whom occupational information was not retrieved.

Three agencies employed 77.1% of all women in Administrative and Professional positions in New York State Government. The Department of Mental Hygiene employed the largest number of women in Administrative and Professional positions. In fact, fifty-six percent (56.0%) of all Administrative and Professional positions in the Department of Mental Hygiene were held by women. This agency employed 5,312 women in Administrative and Professional positions or 38.4% of all women employed in this occupational category.

The State University of New York employed the second largest number of women in Administrative and Professional positions. Females held 3,482 Administrative and Professional positions in this agency, representing 25.1% of the Administrative and Professional women employed by New York State and 27.4% of the Administrative and Professional positions in that agency.

The Department of Labor, which employed 1,880 women in Administrative and Professional positions, was the third largest employer of women in this occupational category. Women constituted 37.0% of the persons in Administrative and Professional positions within the Department of Labor and 13.6% of all women employed in the Administrative and Professional Occupational category in the State. This rank order of agencies employing women in Administrative and Professional positions remained the same as in the preceding five Ethnic Surveys conducted.

In 1972, nine (9) agencies reported no women employed in the Administrative and Professional category.

Agency	Total Filled Positions Administrative/Professional
Consumer Protection Board	1
Job Development Authority	4
Commission of Investigation	10
Bethpage Park Authority	41
New York State Bridge Authority	1
Jones Beach Park	12

Agency	Total Filled Positions Administrative/Professional
Thruway Authority	121
East Hudson Parkway Authority	13
Employee Relations, Office of	11

Distribution by Salary Grade:

Of all women employed in New York State Government 28,551 or 38.8% were employed in Salary Grades 1-6 (less than $6,700/annum); 31,639 or 43.0% were employed in Salary Grades 7-13; 10,775 or 14.6% were employed in Salary Grades 14-20; 2,312 or 3.1% were employed in Salary Grades 21-30, and 352 or 0.5% were employed in Salary Grades 31-38 (over $25,000/annum). The chart below shows the number of women employed in each Salary Grade group by ethnic group:

Salary Grades	White Female	Black Female	Puerto Rican Female	Other Minorities Female
1- 6	22,686	4,948	696	221
7-13	21,781	8,889	705	264
14-20	9,069	1,418	115	173
21-30	2,056	160	8	88
31-38	261	23	6	62

From 1967 to 1972, White females employed in New York State Government increased by 5,651. For this same period, Black females employed in New York State Government increased by 5,541; Puerto Rican females employed in New York State Government increased by 806, and females categorized as Other Minorities increased by 299.

The following chart shows the increase or decrease in each Salary Grade group for each ethnic group from 1967 to 1972.

Salary Grade Group	Salary Grades 1-6	Salary Grades 7-13	Salary Grades 14-20	Salary Grades 21-30	Salary Grades 31-38
White Female	-6,405	+9,444	+1,735	+697	+180
Black Female	-1,817	+6,544	+ 706	+109	+ 17
Puerto Rican Female	- 130	+ 595	+ 83	- 8	+ 6
Other Minorities Female	- 60	+ 171	+ 103	+ 25	+ 60

The chart below shows the percentage distribution of State employees by sex and Salary Grade groups for the 1972 Survey period.

Salary Grades	Male	Female
1- 6	37.9%	62.1%
7-13	52.0%	48.0%
14-20	74.0%	26.0%
21-30	84.8%	15.2%
31-38	91.2%	8.8%

In Salary Grade groups 14 and above, the disparity is more pronounced as female representation decreases in inverse proportion to male representation.

Seventy-nine and six-tenths percent (79.6%) of all White females were employed in Salary Grades 1-13. Eighty-nine and six-tenths percent (89.6%) of all Black females were employed in these Salary Grades. Ninety-one and six-tenths percent (91.6%) of all Puerto Rican females and 60.0% of all females categorized as Other Minorities were employed in Salary Grades 1-13.

Twenty-seven (27) agencies employed a total of 352 women in positions earning over $25,000. Three (3) agencies employed 84.9% of all females earning over $25,000. Sixty-seven and six-tenths percent (67.6%) or 238 of these females were employed by the Department of Mental Hygiene. Ten and five-tenths percent (10.5%) or 37 were employed by the State University of New York. Six and eight-tenths percent (6.8%) or 24 were employed by the Department of Health.

Distribution by Jurisdictional Classification:

Seventy-five and five-tenths percent (75.5%) of the State work force (excluding State University of New York) or 108,570 persons were employed in the Competitive Class: 49.2% were females (53,463); 50.8% were males (55,107). Fourteen and eight-tenths percent (14.8%) of the State work force (excluding State University of New York) were employed in the Non-competitive Class: 32.1% were females (6,830); 67.9% were males (14,479).

Of the 62,683 or total number of females employed (excluding State University of New York), 85.3% or 53,463 were in the Competitive Class and 10.9% or 6,830 were in the Non-competitive Class. Of the 81,424 or total number of males employed (excluding State University of New York), 67.7% or 55,107 were in the Competitive Class and 17.8% or 14,479 were in the Non-competitive Class.

The chart below shows the distribution of females by Jurisdictional Classification, their percentage of the total female work force (62,683), and their percentage of the total State work force (144,107).

Jurisdictional Class	Statewide* Total	Female Total	% of Female Work Force	% of Total Work Force
Competitive	(108,570)	(53,463)	(85.3%)	(37.1%)
Permanent	94,896	46,782	74.6%	32.5%
Temporary	7,085	3,483	5.6%	2.4%
Provisional	6,589	3,198	5.1%	2.2%
Non-Competitive	21,309	6,830	10.9%	4.7%
Exempt	1,234	249	0.4%	0.2%
Labor	7,351	1,424	2.3%	1.0%
Unclassified	338	80	0.1%	0.1%
Other Than Civil Service	5,305	637	1.0%	0.4%
TOTAL	144,107	62,683	100.0%	43.5%

* Excludes State University of New York

Of the 7,351 positions in the Labor Class, females held 19.4% or 1,424 and males held 80.6% or 5,927. Seven and three-tenths percent (7.3%) of all males were in the Labor Class and 2.3% of all females were in this Class.

TABLE A-1 DISTRIBUTION OF STATE EMPLOYMENT WITHIN SEX BY ETHNIC GROUP

1967, 1970, 1971, 1972

	1967		1970		1971		1972		1967		1970		1971		1972	
ETHNIC GROUP	TOTAL FEMALE	%	TOTAL FEMALE	%	TOTAL FEMALE	%	TOTAL FEMALE	%	TOTAL MALE	%	TOTAL MALE	%	TOTAL MALE	%	TOTAL MALE	%
ALL GROUPS	61,332	100.0	78,162	100.0	73,993	100.0	73,629	100.0	83,750	100.0	98,653	100.0	94,117	100.0	97,542	100.0
WHITE	50,202	81.9	60,532	77.5	57,301	77.4	55,853	75.8	75,427	90.0	87,273	88.4	83,750	89.1	85,915	88.1
BLACK	9,897	16.1	15,496	19.8	14,708	19.9	15,438	21.0	6,622	7.9	8,585	8.7	7,748	8.2	8,614	8.8
PUERTO RICAN	724	1.2	1,517	1.9	1,369	1.9	1,530	2.1	1,053	1.3	1,734	1.8	1,546	1.6	1,819	1.9
OTHER	509	0.8	617	0.8	615	0.8	808	1.1	648	0.8	1,061	1.1	1,078	1.1	1,195	1.2

TABLE A-2 DISTRIBUTION OF EMPLOYEES WITHIN STATE AGENCIES

AGENCY	1967 DEPARTMENT TOTAL	1967 FEMALE %	1967 MALE %	1970 DEPARTMENT TOTAL	1970 FEMALE %	1970 MALE %	1971 DEPARTMENT TOTAL	1971 FEMALE %	1971 MALE %	1972 DEPARTMENT TOTAL	1972 FEMALE %	1972 MALE %
ALL AGENCIES	145,082*	42.3	57.7	176,815*	44.2	55.8	168,110	44.0	56.0	171,171	43.0	57.0
AGRICULTURE & MARKETS	981	22.3	77.7	997	22.2	77.8	1,002	20.7	79.3	969	20.8	79.2
AUDIT & CONTROL	1,759	54.6	45.4	1,971	54.8	45.2	2,002	54.8	45.2	1,939	48.1	51.9
BANKING	415	19.8	80.2	444	19.6	80.4	438	18.9	81.1	441	19.3	80.7
CIVIL SERVICE	747	56.4	43.6	944	61.0	39.0	873	59.2	40.8	799	59.2	40.8
PUBLIC EMPLOYMENT RELATIONS BOARD	-	-	-	59	44.1	55.9	56	41.1	58.9	56	39.3	60.7
COMMERCE	376	50.3	49.7	424	52.1	47.9	391	50.1	49.9	369	49.9	50.1
CORRECTIONAL SERVICES	6,574	14.1	85.9	6,884	14.7	85.3	6,704	11.0	89.0	7,935	15.6	84.4
EDUCATION	2,529	58.0	42.0	3,688	60.1	39.9	3,448	58.9	41.1	3,376	56.7	43.3
ENVIRONMENTAL CONSERVATION	4,101	14.2	85.8	2,877	18.2	81.8	2,719	16.7	83.3	2,974	16.7	83.3
EXECUTIVE DEPARTMENT												
EXECUTIVE CHAMBER	167	56.9	43.1	210	56.7	43.3	209	62.2	37.8	190	63.2	36.8
AGING, OFFICE FOR	13	69.2	30.8	23	56.5	43.5	18	55.6	44.4	30	53.3	46.7
ALCOHOLIC BEVERAGE CONTROL	570	49.8	50.2	688	44.2	55.8	648	42.3	57.7	510	52.2	47.8
BUDGET, DIVISION OF	197	30.5	69.5	258	31.4	68.6	257	30.7	69.3	257	31.9	68.1
COUNCIL ON THE ARTS	25	60.0	40.0	75	65.3	34.7	73	69.9	30.1	71	64.8	35.2
CRIME VICTIMS COMPENSATION BOARD	12	50.0	50.0	25	52.0	48.0	27	55.6	44.4	28	53.6	46.4
GENERAL SERVICES, OFFICE OF	1,930	38.3	61.7	2,738	32.9	67.1	2,655	35.1	64.9	2,571	33.3	66.7
HOUSING & COMMUNITY RENEWAL	390	31.0	69.0	414	33.1	66.9	372	34.1	65.9	365	31.2	68.8
HUMAN RIGHTS, DIVISION OF	217	58.5	41.5	277	55.6	44.4	248	56.0	44.0	236	57.2	42.8

TABLE A-2 DISTRIBUTION OF EMPLOYEES WITHIN STATE AGENCIES (CONT'D)

AGENCY	1967 DEPARTMENT TOTAL	1967 FEMALE %	1967 MALE %	1970 DEPARTMENT TOTAL	1970 FEMALE %	1970 MALE %	1971 DEPARTMENT TOTAL	1971 FEMALE %	1971 MALE %	1972 DEPARTMENT TOTAL	1972 FEMALE %	1972 MALE %
EXECUTIVE DEPARTMENT(CONT'D)												
CRIMINAL JUSTICE BUREAU	498	68.7	31.3	727	64.0	36.0	704	64.6	35.4	673	59.4	40.6
LOCAL GOVERNMENT, OFFICE FOR	341	38.1	61.9	414	39.1	60.9	442	33.7	66.3	424	33.0	67.0
MILITARY & NAVAL AFFAIRS DIVISION OF	1,022	7.5	92.5	915	8.3	91.7	958	7.7	92.3	935	7.8	92.2
PARKS & RECREATION, OFFICE OF	INCLUDED IN ENVIRONMENTAL CONSERVATION			3,027	12.5	87.5	2,996	13.1	86.9	2,996	12.9	87.1
PROBATION, DIVISION OF	INCLUDED IN CORRECTIONAL SERVICES			INCLUDED IN CORRECTIONAL SERVICES			40	42.5	57.5	123	42.3	57.7
PLANNING SERVICES, OFFICE OF	113	38.9	61.1	206	35.9	64.1	207	36.7	63.3	151	36.4	63.6
STATE POLICE, DIVISION OF	3,345	7.5	92.5	3,782	9.1	90.9	3,789	8.8	91.2	3,670	8.3	91.7
VETERANS AFFAIRS, DIVISION OF	182	40.7	59.3	189	42.3	57.7	183	43.7	56.3	179	42.5	57.5
YOUTH, DIVISION OF	321	36.8	63.2	471	36.9	63.1	2,888	34.3	65.7	1,979	33.7	66.3
HEALTH	4,336	58.8	41.7	4,618	58.1	41.9	4,175	58.5	41.5	4,337	57.5	42.5
INSURANCE	647	41.4	58.6	750	38.7	61.3	698	39.5	60.5	708	36.9	63.1
LABOR DEPARTMENT	12,170	53.2	46.8	12,351	54.5	45.5	13,516	54.2	45.8	13,706	58.6	41.4
LABOR (MAIN)	1,352	30.6	69.4	1,248	30.4	69.6	1,131	27.7	72.3	10,654	54.2	45.8
DIVISION OF EMPLOYMENT	7,565	56.4	43.6	8,040	58.3	41.7	9,346	57.2	42.8			
LABOR RELATIONS BOARD	92	50.0	50.0	86	51.2	48.8	80	55.0	45.0	78	51.3	48.7
STATE INSURANCE FUND	1,588	63.3	36.7	1,396	65.8	34.2	1,395	64.2	35.8	1,429	64.2	35.8
WORKMEN'S COMPENSATION BOARD	1,573	65.6	34.4	1,581	66.9	33.1	1,564	66.8	33.2	1,545	64.9	35.1
LAW	825	37.7	62.3	983	43.5	56.5	997	40.0	60.0	1,032	39.3	60.7

TABLE A-2 DISTRIBUTION OF EMPLOYEES WITHIN STATE AGENCIES (Cont'd)

AGENCY	1967 DEPARTMENT TOTAL	1967 FEMALE %	1967 MALE %	1970 DEPARTMENT TOTAL	1970 FEMALE %	1970 MALE %	1971 DEPARTMENT TOTAL	1971 FEMALE %	1971 MALE %	1972 DEPARTMENT TOTAL	1972 FEMALE %	1972 MALE %
MENTAL HYGIENE	47,479	55.4	44.6	59,503	58.7	41.3	54,181	60.2	39.8	56,314	58.4	41.6
NARCOTIC ADDICTION CONTROL COMMISSION	975	33.2	66.8	4,560	28.6	71.4	3,947	29.5	70.5	3,829	30.2	69.8
MOTOR VEHICLES	3,142	72.8	27.2	3,700	70.6	29.4	3,378	71.2	28.8	2,747	66.1	33.9
PUBLIC SERVICE	542	22.7	77.3	650	25.8	74.2	517	32.1	67.9	556	31.1	68.9
SOCIAL SERVICES	3,375	43.4	56.6	4,013	46.0	54.0	1,453	58.5	41.5	1,443	54.5	45.5
STATE	539	48.8	51.2	581	49.4	50.6	512	49.8	50.2	671	38.9	61.1
STATE UNIVERSITY OF NEW YORK	20,790	40.3	59.7	26,829	41.7	58.8	26,784	41.0	59.0	27,064	40.4	59.6
TAXATION & FINANCE	5,397	53.3	46.7	6,079	54.3	45.7	5,613	52.8	47.2	5,888	52.4	47.6
TRANSPORTATION	14,081	8.3	91.7	14,619	8.9	91.1	14,204	8.7	91.3	13,750	8.5	91.5
BRIDGE AUTHORITY	111	1.8	98.2	110	0.0	100.0	109	1.8	98.2	108	1.9	98.1
EAST HUDSON PARKWAY AUTHORITY	-	-	-	292	6.8	93.2	296	6.8	93.2	297	7.7	92.3
HOUSING FINANCE AGENCY	18	38.9	61.1	38	36.8	63.2	39	41.0	59.0	41	41.5	58.5
INVESTIGATION, TEMPORARY COMMISSION OF	35	22.9	77.1	31	22.6	77.4	31	22.6	77.4	30	26.7	73.3
JOB DEVELOPMENT AUTHORITY	10	40.0	60.0	9	44.4	55.6	9	44.4	55.6	10	60.0	40.0
HIGHER EDUCATION ASSISTANCE CORPORATION	126	84.1	15.9	127	73.2	26.8	164	75.6	24.4	148	71.6	28.4
HEALTH & MENTAL HYGIENE FACILITIES IMPROVEMENT CORP.	134	33.5	66.4	224	33.0	67.0	208	29.8	70.2	214	29.9	70.1
THRUWAY AUTHORITY	2,391	13.0	87.0	2,431	16.2	83.8	2,435	16.3	83.7	2,788	14.0	86.0
TEACHERS RETIREMENT SYSTEM	175	31.4	68.6	268	67.7	32.3	262	66.5	33.5	287	65.5	34.5

TABLE A-2 DISTRIBUTION OF EMPLOYEES WITHIN STATE AGENCIES (CONT'D)

AGENCY	1967 DEPARTMENT TOTAL	1967 FEMALE %	1967 MALE %	1970 DEPARTMENT TOTAL	1970 FEMALE %	1970 MALE %	1971 DEPARTMENT TOTAL	1971 FEMALE %	1971 MALE %	1972 DEPARTMENT TOTAL	1972 FEMALE %	1972 MALE %
AGENCIES NOT INCLUDED IN 1971 SURVEY:												
CONSUMER PROTECTION BOARD										5	60.0	40.0
WELFARE INSPECTOR GENERAL										80	37.5	62.5
EMPLOYEE RELATIONS OFFICE							INCLUDED IN EXECUTIVE CHAMBER			16	31.3	68.7
SOCIAL WELFARE BOARD										112	62.5	37.5
ADIRONDACK PARK AUTHORITY										18	22.2	77.8
PUBLIC EMPLOYEE PENSION										5	60.0	40.0
COUNCIL ON ARCHITECTURE										5	80.0	20.0
HUMAN RIGHTS APPEAL BOARD										11	54.5	45.5
ENVIRONMENTAL ADVISORS										2	50.0	50.0
POWERS OF LOCAL GOVERNMENT										6	66.7	33.3
BETHPAGE PARK AUTHORITY										112	9.8	90.2
JONES BEACH PARK										285	16.5	83.5
ATOMIC & SPACE DEVELOPMENT										23	47.8	53.2
DORMITORY AUTHORITY										91	29.7	70.3
STATE UNIVERSITY CONSTRUCTION FUND										186	31.2	68.8

* 1967 THROUGH 1970 TOTALS DO NOT ADD, DUE TO THE AGENCY CHANGES, ABOLISHMENTS, ETC.

TABLE A-3 DISTRIBUTION OF STATE EMPLOYMENT WITHIN SEX BY OCCUPATIONAL GROUPS

1967 AND 1972

OCCUPATIONAL GROUP	1967 NO.	1967 % OF TOTAL EMPLOYMENT	1967 NO. OF FEMALES	1967 % OF FEMALE EMPLOYMENT	1967 NO. OF MALES	1967 % OF MALE EMPLOYMENT	1972 NO.	1972 % OF TOTAL EMPLOYMENT	1972 NO. OF FEMALES	1972 % OF FEMALE EMPLOYMENT	1972 NO. OF MALES	1972 % OF MALE EMPLOYMENT
ADMINISTRATORS & PROFESSIONALS	40,029	27.6	12,441	20.8	27,588	32.9	46,761	27.5	13,845	18.9	32,915	34.0
SERVICE WORKERS	39,536	27.3	20,447	33.3	19,089	22.8	41,407	24.3	24,929	34.0	16,478	17.0
CLERICALS	31,263	21.5	25,130	41.0	6,133	7.3	36,655	21.5	29,791	40.6	6,864	7.0
PROTECTIVE SERVICE WORKERS	9,291	6.4	593	1.0	8,698	10.4	10,887	6.3	572	0.8	10,315	10.6
OPERATIVES	5,112	3.5	775	1.3	4,337	5.2	6,855	4.0	1,114	1.5	5,741	5.9
CRAFTSMAN	5,915	4.1	240	0.4	5,675	6.8	7,307	4.3	32	0.0*	7,275	7.5
TECHNICIANS	3,898	2.7	945	1.5	2,953	3.5	7,450	4.4	2,345	3.2	5,105	5.3
LABORERS	6,667	4.6	425	0.7	6,242	7.5	8,557	5.0	352	0.5	8,205	8.4
INVESTIGATORS & INSPECTORS	2,940	2.0	249	0.4	2,691	3.2	3,119	1.8	151	0.2	2,962	3.0
DATA PROCESSORS	431	0.3	87	0.1	344	0.4	1,072	0.6	172	0.2	900	0.9
BUSINESS** MANAGEMENT	--	--	--	--	--	--	451	0.3	53	0.1	398	0.4
ALL GROUPS	145,082	100.0	61,332	100.0	83,750	100.0	170,515***	100.0	73,356	100.0	97,159	100.0

*LESS THAN 0.05%

**INCLUDED WITH ADMINISTRATORS AND PROFESSIONALS IN 1967

***DOES NOT INCLUDE FOUR AGENCIES WITH 656 EMPLOYEES.

TABLE A-4 WOMEN IN NEW YORK STATE EMPLOYMENT BY SALARY GRADES AND ETHNIC GROUP

ETHNIC GROUP	TOTAL STATEWIDE	TOTAL FEMALE	% OF FEMALE EMPLOYMENT	SG 1-6	% OF FEMALE EMPLOYMENT	SG 7-13	% OF FEMALE EMPLOYMENT	SG 14-20	% OF FEMALE EMPLOYMENT	SG 21-30	% OF FEMALE EMPLOYMENT	SG 31-38	% OF FEMALE EMPLOYMENT
ALL GROUPS													
1967	145,082	61,332	100.0	36,703	59.8	14,885	24.3	8,148	13.3	1,507	2.5	89	0.1
1972	171,171	73,629	100.0	28,551	38.8	31,639	43.0	10,775	14.6	2,312	3.1	352	0.5
WHITE													
1967	125,629	50,202	81.9	29,091	47.4	12,337	20.1	7,334	12.0	1,359	2.2	81	0.1
1972	141,537	55,853	75.8	22,686	30.8	21,781	29.6	9,069	12.3	2,056	2.8	261	0.4
BLACK													
1967	16,519	9,897	16.1	6,765	11.0	2,345	3.8	712	1.2	69	0.1	6	0.0*
1972	24,052	15,438	21.0	4,948	6.7	8,889	12.1	1,418	1.9	160	0.2	23	0.0*
PUERTO RICAN													
1967	1,777	724	1.2	566	0.9	110	0.2	32	0.1	16	0.0*	-	-
1972	3,349	1,530	2.1	696	0.9	705	1.0	115	0.2	8	0.0*	6	0.0*
OTHER													
1967	1,157	509	0.8	281	0.5	93	0.2	70	0.1	63	0.1	2	0.0*
1972	2,002	808	1.1	221	0.3	264	0.4	173	0.2	88	0.1	62	0.1

* LESS THAN 0.05%

TABLE A-5 DISTRIBUTION OF STATE EMPLOYMENT WITHIN SEX BY SALARY GRADE

1967 AND 1972

SALARY GRADE	1967 TOTAL POSITIONS	1967 % OF TOTAL EMPLOYMENT	1967 NUMBER OF POSITIONS HELD BY FEMALES	1967 % OF FEMALE EMPLOYMENT	1967 NUMBER OF POSITIONS HELD BY MALES	1967 % OF MALE EMPLOYMENT	1972 TOTAL POSITIONS	1972 % OF TOTAL EMPLOYMENT	1972 NUMBER OF POSITIONS HELD BY FEMALES	1972 % OF FEMALE EMPLOYMENT	1972 NUMBER OF POSITIONS HELD BY MALES	1972 % OF MALE EMPLOYMENT
SG 1-6	59,096	40.8	36,703	59.8	22,393	26.7	44,618	26.1	28,551	38.8	16,062	16.5
SG 7-13	43,434	29.9	14,885	24.3	28,549	34.1	65,930	38.6	31,639	43.0	34,291	35.2
SG 14-20	28,918	19.9	8,148	13.3	20,770	24.8	41,411	24.1	10,775	14.6	30,856	31.4
SG 21-30	11,551	8.0	1,507	2.5	10,044	12.0	15,210	8.9	2,312	3.1	12,898	13.2
SG 31-38	2,083	1.4	89	0.1	1,994	2.4	4,007	2.3	352	0.5	3,655	3.7
ALL GROUPS	145,082	100.0	61,332	100.0	83,750	100.0	171,171	100.0	73,629	100.0	97,542	100.0

INTRODUCTION - APPENDICES B AND C

Since New York State's first Annual Ethnic Survey was conducted in 1967, we have continued the practice of highlighting one or more State Agencies in each succeeding year. In view of the widespread public interest resulting from the incidents at Attica in September 1971, and with a concern toward detecting changes in State employment which may be attributed to those incidents, we have included in the 1972 Survey an analysis of the work forces of the two State Agencies which employ the largest number of Protective Service Workers in New York State--the Department of Correctional Services and the Division of State Police.

DEPARTMENT OF CORRECTIONAL SERVICES

APPENDIX B

DEPARTMENT OF CORRECTIONAL SERVICES

The Department of Correctional Services is responsible for the care, treatment, and rehabilitation of all offenders sentenced to its Institutions. The Department, therefore, seeks to:

1. Maintain secure custodial care of committed offenders.
2. Rehabilitate committed offenders by providing meaningful educational and vocational opportunities and counseling, so that they may be prepared for their role in society upon release.
3. Assist committed offenders in adjusting to community life upon release by establishing acceptable patterns of behavior to reduce recidivism.

To meet these objectives, the Department performs the following functions:

1. Confining, disciplining, assigning, treating, and rehabilitating all offenders sentenced to its Institutions.
2. Assisting inmates and parolees to find employment.
3. Supervising and counseling inmates upon their release from Correctional Institutions.
4. Collecting and reporting of statewide inmate and criminal statistics.
5. Inspecting and regulating all State and local Correctional Institutions.
6. Establishing, maintaining, and operating basic Correctional training programs for local Correctional personnel.

Within the Department there are four major program areas:

1. Administration
2. Rehabilitation and Supervision of Offenders
3. Correctional Industry
4. Inspection of Penal Institutions

The Administrative Program provides the leadership, direction, and services necessary to carry out the Department's operating programs, including constant liaison with the Institutions and area offices to make certain that they fulfill the directives of the Department.

The primary objectives of the Rehabilitation and Supervision of Offenders Program are: (1) to maintain secure custodial care of committed offenders; (2) to rehabilitate committed offenders by providing them with meaningful educational and vocational training; (3) to assist committed offenders in adjusting to community life upon release by establishing acceptable patterns of behavior and to protect the community from parolees.

The Bureau of Prison Industries is financed by the Correction Fund which receives all receipts from the sale of goods produced by the industries. The fund is the source of all expenditures made for personal service, payment of inmates' wages, purchase of raw materials, supplies, equipment, and the construction of industrial buildings.

The general powers and duties of the Commission's Inspection of Penal Institutions includes the inspection of all Institutions used for the detention of sane adults charged with or convicted of a crime, securing humane and economic administration of such Institutions, and investigating the conduct and management of Institution officials.

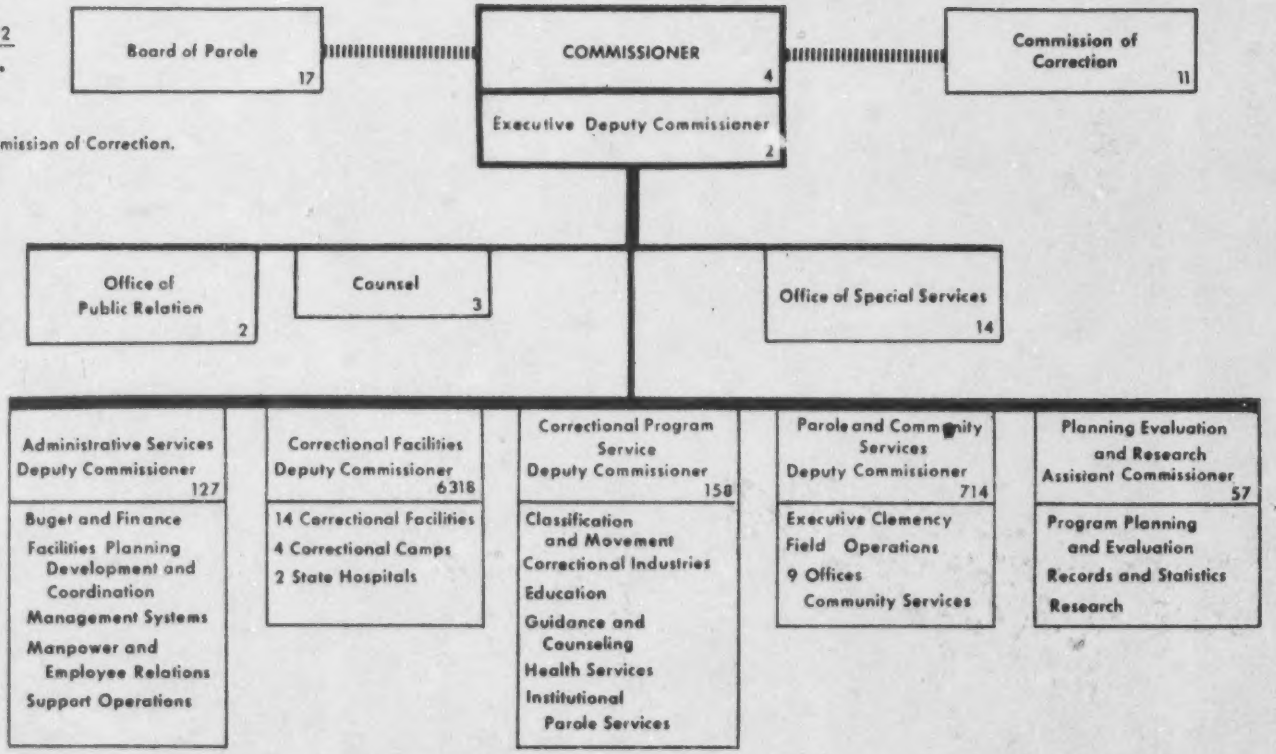
Department of
CORRECTIONAL SERVICES

SEPTEMBER 1, 1971

AUTHORIZED POSITIONS 1971-72

Total Positions, All Funds 7427*

*Does not include members of Commission of Correction.



The Department of Correctional Services is the fifth largest State agency. In 1972, the Department employed 7,935 persons or 4.6% of all State employees. This Department also employed 2.7% of all minority persons in New York State Government.

In 1967, the Department of Correctional Services employed 6,574 persons or 4.5% of all State employees, and 1.5% of all minority persons employed in New York State Government that year.

Distribution by Ethnic Group and Sex:

In 1967, there were 294 minority employees in the Department of Correctional Services, representing 4.5% of the Department's total work force. In 1971, there were 457 minority employees in the Department of Correctional Services, representing 6.2% of the Department's total work force. In 1972, there were 801 minority employees in the Department of Correctional Services, representing 10.1% of the Department's total work force.

From 1967 to 1972 the Department increased by 1,361 persons. Sixty-two and seven-tenths (62.7%) or 854 positions were gained by Whites; 27.7% or 377 positions were gained by Blacks; 7.8% or 106 positions were gained by Puerto Ricans, and 1.8% or 24 positions were gained by persons categorized as Other Minorities.

	Department Total-1967	Department Total-1972	Increase	% Increase Over 1967
Total	6,574	7,935	1,361	20.7%
White	6,280	7,134	854	13.6%
Black	290	667	377	130.0%
Puerto Rican	3	109	106	3,533.3%
Other Minorities	1	25	24	2,400.0%

Of the 1,361 total increase in employment, 1,048 or 77.0% were gained by males and 313 or 23.0% were gained by females. The Department of Correctional Services employed 1,238 females, representing 15.6% of the Department's total work force and 6,697 males, representing 84.4% of the Department's total work force.

Of the 507 total increase in minority employees from 1967 to 1972, 344 or 67.9% of the increase was gained in one year, from 1971 to 1972.

	Department Total-1971	Department Total-1972	Increase	% Increase Over 1971
Total	7,436	7,935	499	6.7%
White	6,980	7,134	154	2.2%
Black	415	667	252	60.7%
Puerto Rican	34	109	75	220.6%
Other Minorities	8	25	17	212.5%

Distribution by Occupational Category:

The Department of Correctional Services employed 7,078 or 89.2% of its work force in three occupational categories. Fifty-nine percent (59.0%) were employed in the Protective Service Worker occupational category. Seventeen and three-tenths percent (17.3%) were employed in the Administrative and Professional occupational category. Twelve and nine-tenths percent (12.9%) were employed in the Clerical occupational category.

Minority group persons were employed in each occupational category with the exception of Investigators and Inspectors, and Data Processors.

Minority persons held 10.9% of the positions in the Administrative and Professional occupational category in 1972 as compared to 4.7% in 1967:

	1967		1972	
	Number	Percent	Number	Percent
Total Administrative and Professional	677	100.00%	1,372	100.00%
White	645	95.27%	1,222	89.07%
Black	30	4.43%	117	8.53%
Puerto Rican	1	0.15%	12	0.87%
Other Minorities	1	0.15%	21	1.53%

Minority persons held 8.3% of the positions in the Clerical occupational category in 1972 as compared to 1.9% in 1967.

	1967		1972	
	Number	Percent	Number	Percent
Total Clerical	578	100.00%	1,022	100.00%
White	567	98.10%	937	91.68%
Black	10	1.73%	73	7.14%
Puerto Rican	1	0.17%	11	1.08%
Other Minorities	0	0.00%	1	0.10%

Minority persons held 11.3% of the positions in the Protective Service Worker occupational category in 1972 as compared to 5.2% in 1967.

	1967		1972	
	Number	Percent	Number	Percent
Total Protective Service Worker	4,403	100.00%	4,684	100.00%
White	4,174	94.80%	4,157	88.75%
Black	229	5.20%	442	9.44%
Puerto Rican	0	0.00%	83	1.77%
Other Minorities	0	0.00%	2	0.04%

The Department of Correctional Services is the largest employer of persons in the Protective Service Worker occupational category. In 1972, the Department employed 4,684 persons or 44.0% of all State employees in this occupational category. The following chart shows the distribution of the Department's employees in the Protective Service Worker occupational category for 1971 and 1972 by ethnic group and Salary Grade.

PROTECTIVE SERVICE WORKER

Salary Grades	Year	White	Black	Puerto Rican	Other Minorities
1- 6	1971	15	0	0	0
	1972	0	0	0	0
7-13*	1971	3,547	241	23	0
	1972	39	0	0	0
14-20*	1971	765	23	0	1
	1972	4,101	442	83	1
21-30	1971	35	3	0	0
	1972	16	0	0	1
31-38	1971	0	0	0	0
	1972	1	0	0	0

*The primary reasons for the numerical fluctuations between Salary Grade groups 7-13 and 14-20 within the Protective Service Worker category from 1971 to 1972 were: the reallocation in April 1972 of all Correction Officer and Correction Officer (Spanish Speaking) positions from Salary Grade 13 to Salary Grade 14; and, the addition of 239 minority employees in the Protective Service Worker category during this period.

Distribution by Salary Grade:

From 1971 to 1972, there was a net decrease of 3,715 persons in the Salary Grade group 7-13 and a net increase of 4,014 in the Salary Grade group 14-20. As previously indicated, the primary reasons for these numerical fluctuations were: the reallocation of all Correction Officer and Correction Officer (Spanish Speaking) positions from Salary Grade 13 to Salary Grade 14; and, the addition of 301 minority employees (of which 239 were in the Protective Service Worker category) during this period.

The following chart shows the distribution of each ethnic group by Salary Grade groups 7-13 and 14-20 in 1971 and 1972.

Salary Grade		1971	1972	Change From 1971
7-13	White	4,413	952	-3,461
	Black	262	29	- 233
	Puerto Rican	24	3	- 21
	Other Minorities	1	1	0
14-20	White	1,639	5,098	+3,459
	Black	78	537	+ 488
	Puerto Rican	2	90	+ 88
	Other Minorities	3	11	+ 8

In 1971, employees in Salary Grades 7-13 represented 63.2% of the Department's work force and employees in Salary Grades 14-20 represented 23.2%. In 1972, employees in Salary Grades 7-13 represented 12.4% of the Department's work force and employees in Salary Grades 14-20 represented 72.3%.

From 1971 to 1972, the number of Whites in Salary Grades 31-38 increased from 54 to 55; Blacks increased from 1 to 3; Puerto Ricans remained the same with one person in this salary range, and persons categorized as Other Minorities increased from 2 to 8. The number of males in Salary Grades 31-38 increased by 6 and females by 3. In 1967 there were 38 employees reported in this salary range: 82.1% were White; 4.5% were Black; 1.5% were Puerto Rican, and 11.9% were persons categorized as Other Minorities.

Of all Whites employed by this Department, 0.8% were in Salary Grades 31-38; of all Blacks employed by this Department, 0.4% were in Salary Grades 31-38; of all Puerto Ricans employed by this Department, 0.9% were in Salary Grades 31-38. Although those persons categorized as Other Minorities held fewer positions numerically (25) and percentagewise (0.3%) in the Department's work force, 8 or 32.0% were in Salary Grades 31-38.

In all Salary Grades, males held a larger percentage of positions than females with the exception of Salary Grades 1-6. Of all males employed, 2.6% were in Salary Grades 1-6; whereas, 52.2% of all females were employed in this same group. Males held 172 or 21.0% of the positions in Salary Grades 1-6, and females held 649 or 79.0% of the positions in Salary Grades 1-6.

Of the 7,114 positions in Salary Grades 7-38, males held 6,525 or 91.7%, and females held 589 or 8.3%.

Distribution by Jurisdictional Classification:

Ninety-one and eight-tenths percent (91.8%) or 7,287 of the Department's work force were in Competitive Class positions (6,623 or 83.5% of the Department's work force were permanent Competitive, and 664 or 8.3% of the work force were temporary or provisional Competitive).

Seven and two-tenths percent (7.2%) or 570 of the Department's work force were in the Non-competitive Class.

One percent (1.0%) of the Department's work force were in the remaining Jurisdictional Classifications.

Of all Whites employed, 83.1% had permanent status in the Competitive Class, and 8.3% had either temporary or provisional status.

Of all Blacks employed, 88.6% had permanent status in the Competitive Class, and 7.5% had either temporary or provisional status.

Of all Puerto Ricans employed, 85.3% had permanent status in the Competitive Class, and 11.0% had either temporary or provisional status.

Of all persons categorized as Other Minorities, 36.0% had permanent status in the Competitive Class, and 48.0% had either temporary or provisional status. These temporary and provisional employees were Clinical Physicians, a Principal Psychologist, Teachers, etc.

TABLE B-1 DEPARTMENT OF CORRECTIONAL SERVICES DISTRIBUTION OF EMPLOYMENT

WITHIN ETHNIC GROUPS AND BY SEX

1967, 1971, 1972

ETHNIC GROUP	BOTH SEXES						MALE						FEMALE					
	1967		1971		1972		1967		1971		1972		1967		1971		1972	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
WHITE	6,280	95.5	6,980	93.8	7,134	89.9	5,505	97.4	6,120	95.1	6,103	91.1	775	83.8	862	86.3	1,031	83.3
BLACK	290	4.4	415	5.6	667	8.4	140	2.5	283	4.4	476	7.1	150	16.2	133	13.3	191	15.4
PUERTO RICAN	3	0.1	34	0.5	109	1.4	3	0.1	28	0.4	100	1.5	0	0.0	2	0.2	9	0.7
OTHER MINORITIES	1	0.0*	8	0.1	25	0.3	1	0.0*	6	0.1	18	0.3	0	0.0	2	0.2	7	0.6
ALL GROUPS	6,574	100.0	7,436	100.0	7,935	100.0	5,649	100.0	6,437	100.0	6,697	100.0	925	100.0	999	100.0	1,238	100.0

*LESS THAN 0.05%

TABLE B-2 DEPARTMENT OF CORRECTIONAL SERVICES FACILITY, LOCATION, ESTIMATED POPULATION AND NUMBER OF EMPLOYEES

1971 - 1972

FACILITIES	LOCATION	NO. OF EMPLOYEES	NO. OF INMATES
MALE CORRECTIONAL FACILITIES			
ATTICA	ATTICA	588	1,700
AUBURN	AUBURN	542	1,550
CLINTON	DANNEMORA	591	2,100
COXSACKIE	WEST COXSACKIE	328	550
EASTERN NEW YORK	NAPANOCH	360	1,000
GREAT MEADOW	COMSTOCK	510	1,200
GREEN HAVEN	STORMVILLE	675	2,000
OSSINING	OSSINING	511	1,550
WALLKILL	WALLKILL	236	500
WOODBOURNE		251	
FEMALE CORRECTION FACILITIES			
BEDFORD HILLS	BEDFORD	495	700
SPECIAL FACILITIES			
ADIRONDACK CORRECTION TREATMENT AND EVALUATION CENTER (INCLUDES CAMP ADIRONDACK)	DANNEMORA	311	450
CAMPS			
GEORGETOWN	GEORGETOWN	80	98
MONTEREY	BEAVER DAM	34	77

TABLE B-2 DEPARTMENT OF CORRECTIONAL SERVICES NAME, LOCATION, ESTIMATED POPULATION AND NUMBER OF EMPLOYEES (CONTINUED)

1971 - 1972

FACILITIES	LOCATION	NO. OF EMPLOYEES	NO. OF INMATES
CAMPS (CONT.)			
PHARSALIA	SOUTH PLYMOUTH	34	77
SUMMIT	SUMMIT	33	98
COMMUNITY PREPARATION CORRECTIONAL CENTER AT ALBION	ALBION	15	300
CORRECTIONAL CENTER FOR MEDICAL SERVICES AT BEACON**	BEACON	536	1,150
ELMIRA CORRECTIONAL AND RECEPTION CENTER	ELMIRA	447	1,350
MAIN OFFICE CORRECTIONAL DEPARTMENT	ALBANY	1,418	-
TOTAL STATE OPERATION		7,935	14,650

*INCLUDES INMATES TRANSFERRED FROM NEW YORK CITY'S PENAL INSTITUTION.
**MATTEAWAN STATE HOSPITAL, FISHKILL CORRECTIONAL FACILITY AND GLENHAM CORRECTIONAL FACILITY.

TABLE B-3 DEPARTMENT OF CORRECTIONAL SERVICES STATE FACILITIES AND THEIR EMPLOYEES ETHNICALLY AND BY SEX

FACILITIES		TOTAL	WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
			MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
			NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
ATTICA																		
	1967	511	496	97.1	14	2.7	1	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	583	521	89.4	41	7.0	19	3.3	0	0.0	2	0.3	0	0.0	0	0.0	0	0.0
AUBURN																		
	1967	449	427	95.1	19	4.2	3	0.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	542	491	90.6	42	7.7	8	1.5	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0
CLINTON																		
	1967	584	475	94.2	28	5.6	1	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	591	540	91.4	46	7.8	0	0.0	0	0.0	3	0.5	0	0.0	2	0.3	0	0.0
COXSACKIE																		
	1967	287	262	91.3	16	5.6	8	2.8	0	0.0	1	0.3	0	0.0	0	0.0	0	0.0
	1972	323	276	85.4	31	9.6	11	3.4	1	0.3	3	0.9	0	0.0	1	0.3	0	0.0
EASTERN NEW YORK																		
	1967	325	302	92.9	20	6.2	3	0.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	360	306	85.0	32	8.9	13	3.6	3	0.8	4	1.1	0	0.0	2	0.6	0	0.0
GREAT MEADOW																		
	1967	459	441	96.1	17	3.7	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0
	1972	510	465	91.2	39	7.6	5	1.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0
GREEN HAVEN																		
	1967	479	444	92.7	21	4.4	13	2.7	1	0.2	0	0.0	0	0.0	0	0.0	0	0.0
	1972	675	533	79.0	39	5.8	72	10.7	3	0.4	26	3.9	0	0.0	1	0.1	1	0.1

TABLE B-3 DEPARTMENT OF CORRECTIONAL SERVICES STATE FACILITIES AND THEIR EMPLOYEES ETHNICALLY AND BY SEX (CONTINUED)

FACILITIES		TOTAL	WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
			MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
			NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
OSSINING																		
	1967	501	394	78.6	31	6.8	74	14.8	2	0.4	0	0.0	0	0.0	0	0.0	0	0.0
	1972	511	273	53.4	48	9.4	162	31.7	3	0.6	25	4.9	0	0.0	0	0.0	0	0.0
WALLKILL																		
	1967	205	194	94.6	7	3.4	4	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	236	205	86.9	19	8.1	6	2.5	0	0.0	6	2.5	0	0.0	0	0.0	0	0.0
BEDFORD HILLS																		
	1967	381	74	19.4	168	44.1	6	1.6	133	34.9	0	0.0	0	0.0	0	0.0	0	0.0
	1972	495	176	35.6	148	29.9	51	10.3	106	21.4	11	2.2	3	0.6	0	0.0	0	0.0
ADIRONDACK																		
	1967	383	362	94.5	21	5.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	311	283	91.0	26	8.4	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3	1	0.3
ALBION																		
	1967	179	33	18.4	144	80.4	0	0.0	2	1.1	0	0.0	0	0.0	0	0.0	0	0.0
	1972	15	13	86.7	1	6.7	1	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
BEACON																		
	1967	850	661	77.8	164	19.3	15	1.8	9	1.1	1	0.1	0	0.0	0	0.0	0	0.0
	1972	536	386	72.0	103	19.2	27	5.0	8	1.5	6	1.1	1	0.2	3	0.6	2	0.4
ELMIRA																		
	1967	407	338	95.3	13	3.2	4	1.0	1	0.2	1	0.2	0	0.0	0	0.0	0	0.0
	1972	447	398	89.0	32	7.2	10	2.2	5	1.1	1	0.2	0	0.0	1	0.2	0	0.0

TABLE B-3 DEPARTMENT OF CORRECTIONAL SERVICES STATE FACILITIES AND THEIR EMPLOYEES ETHNICALLY AND BY SEX (CONTINUED)

FACILITIES		TOTAL	WHITE				BLACK				PUERTO RICAN				OTHER MINORITIES			
			MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
			NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
GEORGETOWN	1967	29	29	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	30	30	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MONTEREY	1967	27	27	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	34	32	94.1	2	5.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PHARSALIA	1967	25	25	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	34	34	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SUMMIT	1967	29	29	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	33	32	97.0	0	0.0	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
CORRECTIONS MAIN OFFICE	1967	149	69	46.3	76	51.0	2	1.3	2	1.3	0	0.0	0	0.0	0	0.0	0	0.0
	1972**	1,418	866	61.1	382	26.9	85	6.0	62	4.4	9	0.6	5	0.4	6	0.4	3	0.2
WOODBOURNE	1967	287	270	94.1	14	4.9	3	1.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	1972	251	243	96.8	0	0.0	5	2.0	0	0.0	3	1.2	0	0.0	0	0.0	0	0.0
TOTAL	1967	6,574	5,505	83.7	775	11.8	140	2.1	150	2.3	3	0.0*	0	0.0	1	0.0*	0	0.0
	1972	7,935	6,103	76.9	1,031	13.0	476	6.0	191	2.4	100	1.3	9	0.1	18	0.2	7	0.1

*LESS THAN 0.05%

**INCLUDES THE DIVISION OF PAROLE WHICH WAS PREVIOUSLY INCLUDED IN EXECUTIVE DEPARTMENT AND 275 EMPLOYEES FROM THE DIAGNOSTIC CENTER AT DANNEMORA AND A FACILITY AT BEACON WHICH WERE ABOLISHED SINCE THE 1972 SURVEY.

TABLE B-4 DEPARTMENT OF CORRECTIONAL SERVICES DISTRIBUTION OF EMPLOYEES BY ETHNIC GROUP WITHIN SALARY GRADE

SALARY GRADE	WHITE	%	BLACK	%	PUERTO RICAN	%	OTHER	%	MALE	%	FEMALE	%
SG 1-6												
1967	431	96.0	17	3.8	1	0.2	0	0.0	192	42.8	257	57.2
1971	558	90.5	56	9.1	1	0.2	1	0.2	200	32.5	416	67.5
1972	728	88.7	80	9.7	12	1.5	1	0.1	172	21.0	649	79.0
SG 7-13												
1967	4,693	95.2	236	4.8	1	0.0*	0	0.0	4,417	89.6	513	10.4
1971	4,413	93.9	262	5.6	24	0.5	1	0.0*	4,280	91.1	420	8.9
1972	952	96.6	29	2.9	3	0.3	1	0.1	790	80.2	195	19.8
SG 14-20												
1967	981	96.4	35	3.4	1	0.1	1	0.1	873	85.8	145	14.2
1971	1,639	95.2	78	4.5	2	0.1	3	0.2	1,578	91.6	144	8.4
1972	5,098	88.9	537	9.4	90	1.6	11	0.2	5,368	93.6	368	6.4
SG 21-30												
1967	137	98.6	2	1.4	0	0.0	0	0.0	134	96.4	5	3.6
1971	318	93.5	19	5.6	2	0.6	1	0.3	322	94.7	18	5.3
1972	301	92.3	18	5.5	3	0.9	4	1.2	304	93.3	22	6.7
SG 31-38												
1967	38	100.0	0	0.0	0	0.0	0	0.0	33	86.8	5	13.2
1971	54	93.1	1	1.7	1	1.7	2	3.4	57	98.3	1	1.7
1972	55	82.1	3	4.5	1	1.5	8	11.9	63	94.0	4	6.0
TOTAL ALL												
1967	6,280	95.5	290	4.4	3	0.1	1	0.0*	5,649	85.9	925	14.1
1971	6,980	93.8	415	5.6	34	0.5	8	0.1	6,437	86.6	999	13.4
1972	7,131	89.9	667	8.4	109	1.4	25	0.3	6,697	84.4	1,238	15.6

* Less than 0.05%

TABLE B-5 DEPARTMENT OF CORRECTIONAL SERVICES DISTRIBUTION OF EMPLOYEES

BY ETHNIC GROUP WITHIN JURISDICTIONAL CLASSIFICATION

JURISDICTIONAL CLASSIFICATION	WHITE						BLACK						PUERTO RICAN						OTHER					
	1967	%	1971	%	1972	%	1967	%	1971	%	1972	%	1967	%	1971	%	1972	%	1967	%	1971	%	1972	%
COMPETIVE																								
PERMANENT	5,659	95.5	6,253	93.8	5,930	89.6	262	4.4	381	5.7	591	8.9	2	0.0**	28	0.4	93	1.4	1	0.0**	5	0.1	9	0.1
TEMPORARY	77	87.5	101	95.2	316	87.7	11	12.5	3	2.8	27	7.5	0	0.0	1	0.9	6	1.7	0	0.0	1	0.1	11	3.1
PROVISIONAL	*	--	90	90.0	274	90.1	*	--	9	9.0	23	7.6	*	--	0	0.0	6	2.0	*	--	1	1.0	1	0.3
NON-COMPETITIVE	511	97.0	490	95.5	547	96.0	15	2.8	22	4.3	19	3.3	1	0.2	0	0.0	2	0.4	0	0.0	1	0.2	2	0.4
EXEMPT	5	100.0	25	92.6	7	77.8	0	0.0	1	3.7	1	11.1	0	0.0	1	3.7	0	0.0	0	0.0	0	0.0	1	11.1
LABOR	27	93.1	12	100.0	41	89.1	2	6.9	0	0.0	4	8.7	0	0.0	0	0.0	1	2.2	0	0.0	0	0.0	0	0.0
UNCLASSIFIED	1	100.0	1	100.0	9	75.0	0	0.0	0	0.0	2	16.7	0	0.0	0	0.0	1	8.3	0	0.0	0	0.0	0	0.0
OTHER (NOT COVERED BY CIVIL SERVICE LAW)	0	0.0	10	100.0	10	90.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	9.1
TOTAL ALL GROUPS	6,280	95.5	6,980	93.8	7,134	89.9	290	4.4	415	5.6	667	8.4	3	0.1	34	0.5	109	1.4	1	0.0**	8	0.1	25	0.3

*INCLUDED IN TEMPORARY
**LESS THAN 0.05%

TABLE B-6

DEPARTMENT OF CORRECTIONAL SERVICES DISTRIBUTION OF EMPLOYEES

WITHIN OCCUPATIONAL CATEGORIES

1967, 1971, 1972

OCCUPATIONAL CATEGORY		WHITE		BLACK		PUERTO RICAN		OTHER MINORITIES		TOTAL GROUP
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
LABORERS										
	1967	3	0	1	0	0	0	0	0	4
	1971	33	1	1	0	0	0	0	0	35
	1972	89	0	3	0	1	0	0	0	93
SERVICE WORKERS										
	1967	155	51	6	6	1	0	0	0	219
	1971	93	33	6	7	1	0	0	1	141
	1972	71	30	7	6	1	0	0	0	115
PROTECTIVE SERVICE WORKERS										
	1967	3,879	295	105	124	0	0	0	0	4,403
	1971	4,222	140	172	95	22	1	1	0	4,653
	1972	4,027	130	348	94	82	1	2	0	4,684
OPERATIVES										
	1967	0	0	0	0	0	0	0	0	0
	1971	218	8	2	4	0	0	0	0	232
	1972	162	3	8	2	0	0	0	0	175
CRAFTSMEN										
	1967	615	0	6	2	0	0	0	0	623
	1971	297	6	3	0	0	0	0	0	306
	1972	402	0	3	3	1	0	0	0	409

TABLE B-6

DEPARTMENT OF CORRECTIONAL SERVICES DISTRIBUTION OF EMPLOYEES

WITHIN OCCUPATIONAL CATEGORIES ((CONTINUED)

1967, 1971, 1972

OCCUPATIONAL CATEGORY		WHITE		BLACK		PUERTO RICAN		OTHER MINORITIES		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL GROUP
CLERICALS										
	1967	242	325	3	7	1	0	0	0	578
	1971	218	553	36	16	0	1	0	0	824
	1972	205	732	7	66	3	8	0	1	1,022
TECHNICIANS										
	1967	46	3	0	0	0	0	0	0	49
	1971	24	2	0	0	0	0	0	0	26
	1972	24	4	3	0	0	0	0	0	31
INVESTIGATERS & INSPECTORS										
	1967	14	1	0	0	0	0	0	0	15
	1971	4	0	0	0	0	0	0	0	4
	1972	10	1	0	0	0	0	0	0	11
DATA PROCESSORS										
	1967	2	4	0	0	0	0	0	0	6
	1971	2	1	0	0	0	0	0	0	3
	1972	2	0	0	0	0	0	0	0	2
BUSINESS MANAGERS										
	1967	0	0	0	0	0	0	0	0	0
	1971	64	12	0	0	1	0	0	0	77
	1972	20	0	0	0	0	0	1	0	21
ADMINISTRATORS & PROFESSIONALS										
	1967	549	96	19	11	1	0	1	0	667
	1971	945	106	63	11	4	0	5	1	1,135
	1972	1,092	130	96	21	12	0	15	6	1,372

DIVISION OF STATE POLICE

APPENDIX C

DIVISION OF STATE POLICE

The Division of State Police is responsible for:

1. The prevention and detection of crime, the apprehension of criminals, and safeguarding and protecting the lives and property of people within New York State.
2. Enforcement of the Vehicle and Traffic Law and promotion of highway safety.
3. Assisting municipal and county authorities in criminal investigations through the State Police Bureau of Criminal Investigation and the State Police Scientific Laboratory.
4. Enforcement of regulations governing insnection of motor vehicles and motorcycles and the load weights of trucks.

The New York State Police's primary jurisdictional territory is divided into eight troop areas, headquarted respectively at Batavia, Malone, Sidney, Oneida, Canandaigua, Middletown, Loudonville, and Poughkeepsie.

In December 1971, the Division relocated the Troop "K" headquarters from Hawthorne in Westchester County to a more central location near Poughkeepsie.

In addition, the Division maintains Troop "T" to patrol the Governor Thomas E. Dewey Thruway.

The Division's functions are carried out through the following programs:

(1) Administration

(2) Patrol Activities

- a. Highway Safety
- b. Preservation of Law and Order

(3) Criminal Investigation

(4) Support Activities

Administration:

The goal of the administration of the Division is the formulation and establishment of policy and provision of executive oversight to ensure that such policy is carried out. Other administrative units provide staff work to enable uniformed field forces and criminal investigators to operate effectively.

Also in this program are such related executive staff functions as finance, personnel, training, office services, inspection, and planning.

New York State Police Academy:

The Division of State Police operates a State Police Academy located adjacent to Division Headquarters in Albany. This facility provides a central location where Division members and selected local police can acquire the professional skills required of today's policemen, and allows the Division to establish its in-service training on a biennial basis. Uniformed members receive instructions on new laws, trends in crime and innovations in police techniques.

Patrol Activities:

This program includes the Uniform Force, which operates a readily idenfiable police service in rural and suburban areas throughout the State. This program is subdivided into two program subcategories:

a) Highway Safety

b) Preservation of Law and Order

Highway Safety

The objective of this subcategory is to reduce the loss of life and to decrease personal injury and property damage caused by traffic accidents.

To attain its objectives, the Division utilizes around-the-clock patrols on State and secondary roads. It uses a variety of modern equipment including aircraft, radar, speed computers, and loadometers to increase effectiveness.

Patrols conduct periodic road checks on vehicles, including the use of various tests for alcoholic content in the blood of suspected violators.

Preservation of Law and Order

Division objectives in this subcategory are to apprehend and deter criminal offenders, preserve the peace, and protect life and property in those areas where the New York State Police is the primary police agency.

To achieve its objectives the Division deters criminal offenders through on-site patrolling in readily recognizable vehicles and aircraft. Uniformed Troopers respond to calls for police service, investigate crimes, secure and present evidence toward conviction of offenders and provide security for the Governor.

Criminal Investigation:

The Bureau of Criminal Investigation (BCI) has responsibility for the investigation of serious crimes in those geographical areas where the New York State Police is the primary police agency. It conducts special investigations of criminal activities and cooperates with other law enforcement agencies in the development of evidence and information for court presentations.

Three interrelated areas encompass the overall responsibilities of this Bureau:

1) General investigative activities. Members of the BCI are located in each Troop throughout the State. During 1970 these members investigated 46,156 criminal and non-criminal matters. In addition, the Bureau was directly responsible for the recovery of 713 stolen motor vehicles plus locating and identifying 2,269 motor vehicle applications supported by fraudulent proof of ownership.

2) Narcotics Unit. This Unit is primarily concerned with the uncovering and removing from society, through legal means, the sources, suppliers, transporters, and distributors of illegal and dangerous drugs. The Division cooperates with city and Federal authorities by participating in both the New York Joint Strike Force and the Federal Task Force for New York City.

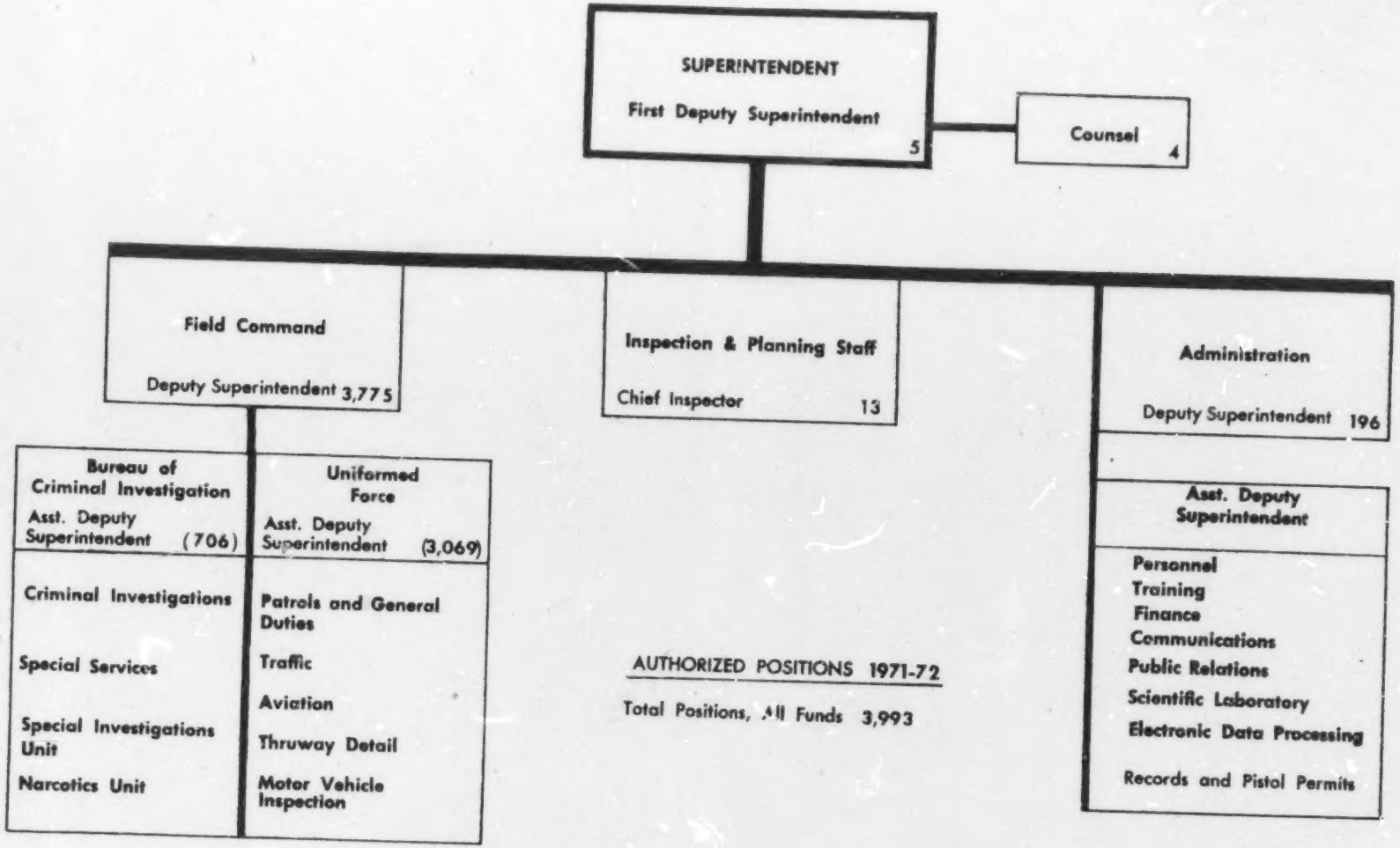
3) Special Investigative Unit. This Unit is primarily concerned with the investigation and deterrance of organized crime activities and has been assigned to act as the principal investigative arm of the Statewide Organized Crime Task Force headed by the Deputy Attorney General.

Support Activities:

The objective of this program is to assist the Division by providing technological, scientific, maintenance, and record-keeping facilities and services. Included in this subcategory are the scientific laboratory, electronic data processing, communications, aviation, record services, fleet management, and building maintenance.

Executive Department
Division of STATE POLICE

SEPTEMBER 1, 1971



AUTHORIZED POSITIONS 1971-72

Total Positions, All Funds 3,993

The Division of State Police is the ninth largest State agency. In 1972, the Division employed 3,670 persons in nine troop headquarters and in the Main Office in Albany, representing 2.1% of the total State work force and 0.1% of the total State minority work force. In 1967, the Division of State Police employed 3,345 persons representing 2.3% of the State work force and 0.1% of the total State minority work force.

The Division in 1973 undertook a recruitment campaign to bring minority group members as well as women into its staff. This report, based on 1972 data, does not reflect the results of these efforts.

Distribution by Ethnic Group and by Sex:

The number of minority employees in the Division of State Police increased from 20 or 0.4% of the Division's total work force in 1967, to 32 or 0.9% of the Division's total work force in 1972. The chart below shows the distribution by ethnic group for these two Survey years, and the percentage change over 1967.

	1967	1972	Change	% Increase Over 1967
Total	3,345	3,670	325	9.7%
White	3,325	3,638	313	9.4%
Black	13	18	5	38.5%
Puerto Rican	2	3	1	50.0%
Other Minorities	5	11	6	120.0%

In 1972, the Division of State Police employed 3,366 males comprising 91.7% of its work force, and 304 females comprising 8.3% of its work force. In 1967, the Division employed 3,095 males comprising 92.5% of its work force, and 250 females comprising 7.5% of its total work force. Although the number of female employees increased by 54 from 1967 to 1972, as a percentage of total Division employment the percentage of female employees decreased by 0.8%.

The following chart shows the ethnic group and sex of the Division's work force for 1972.

	Male	%	Female	%
White	3,340	99.2	298	98.0
Black	14	0.4	4	1.3
Puerto Rican	2	0.1	1	0.3
Other Minorities	10	0.3	1	0.3

Distribution by Occupational Category:

In 1972, ninety-six and two-tenths percent (96.2%) or 3,528 of the Division's employees were found in three occupational categories: seventy-one and nine-tenths percent (71.9%) were employed in the Protective Service Worker category; fourteen and seven-tenths percent (14.7%) were employed in the Investigator and Inspector category; nine and six-tenths percent (9.6%) were employed in the Clerical category.

The Division of State Police was the second largest employer of persons in the Protective Service Worker category, employing 2,637 persons or 24.2% of all State employees in this occupational category.

The Division of State Police reported no females employed in the Protective Service Worker category.

The Division of State Police employed 17 minority persons in the Protective Service Worker category, in 1972. That number represented 0.6% of all persons employed in that occupational category by the Division. In 1967, 0.4% or 11 of all the persons employed by the Division in this category were minority persons. The chart below shows the distribution of the Division's employees in the Protective Service Worker category for 1972 by Salary Grade and ethnic group.

Ethnic Groups	Salary Grades 1-6	Salary Grades 7-13	Salary Grades 14-20	Salary Grades 21-30	Salary Grades 31-38
White	0	3	2,506	111	0
Black	0	0	6	0	0
Puerto Rican	0	0	2	0	0
Other Minorities	0	0	9	0	0

The 17 minority persons employed by the Division of State Police in the Protective Service Worker occupational category represented 53.1% of the Division's total minority work force of 32.

The Division employed 539 persons in the Investigator and Inspector category or 17.3% of the total State's work force employed in this category. There were no women employed in the Investigator and Inspector category by the Division of State Police. In 1972, 534 White employees represented 99.1% and the 5 minority employees represented 0.9% of the Division's employees in the Investigator and Inspector category. In 1967, Whites represented 100.0% of the Division's employees in this category.

The Division of State Police employed 352 persons in the Clerical category of which 8 or 2.3% were minority persons. In 1967, the Division employed 255 persons in this category of which 6 or 2.4% were minority persons. Although an increase of 2 minority persons was realized from 1967 to 1972, there was an overall decrease of 0.1% in the percentage of minority persons employed in the Clerical category. The chart below shows the distribution of all employees in the Division of State Police by Occupational Category and ethnic group.

	White	Black	Puerto Rican	Other Minorities
Administrators and Professionals	26	1	0	0
Laborers	10	0	0	0
Data Processors	26	0	0	0
Service Workers	13	1	0	0
Protective Service Workers	2,620	6	2	9
Operatives	54	0	0	0
Clericals	344	6	1	1
Craftsmen	7	0	0	0
Technicians	3	0	0	0
Investigators and Inspectors	534	4	0	1
Management (Business)	1	0	0	0
Total	3,638	18	3	11

Distribution by Salary Grade:

Eighty-one and two-tenths percent (81.2%) or 2,981 persons employed by the Division of State Police were in Salary Grades 14-20 (2,523 of these persons were in the Protective Service Worker occupational category).

Of all Whites employed, 8.4% or 287 were in Salary Grades 1-6; 4.5% or 155 were in Salary Grades 7-13; 80.1% or 2,959 were in Salary Grades 14-20; 6.8% or 233 were in Salary Grades 21-30, and 0.1% or 4 were in Salary Grades 31-38.

Of all Blacks employed, 27.8% or 5 were in Salary Grades 1-6; 11.1% or 2 were in Salary Grades 7-13; 55.6% or 10 were in Salary Grades 14-20, and 5.6% or 1 was in Salary Grades 21-30. There were no Blacks employed in Salary Grades 31-38.

Of all Puerto Ricans employed, 33.3% or 1 was in Salary Grades 1-6, and 66.7% or 2 were in Salary Grades 14-20. There were no Puerto Ricans employed in Salary Grades 21-30 or in Salary Grades 31-38.

Of all persons categorized as Other Minorities, 9.9% or 1 was in Salary Grades 1-6, and 90.1% or 10 were in Salary Grades 14-20. There were no persons categorized as Other Minorities employed in Salary Grades 21-30 or in Salary Grades 31-38.

In all Salary Grades, males held a larger percentage of positions than females with the exception of Salary Grades 1-6. Of all males employed, 1.7% were in Salary Grades 1-6, whereas 77.9% of all females were employed in this same group. Males held 57 or 19.4% of the positions in Salary Grades 1-6, and females held 237 or 80.6% of the positions in Salary Grades 1-6.

Of the 157 positions in Salary Grades 7-13, males held 94 or 59.9% and females held 63 or 40.1%.

Of the 2,981 positions in Salary Grades 14-20, males held 2,977 or 99.9% and females held 4 or 0.1%.

There were no females employed in Salary Grades 21-30 or in Salary Grades 31-38.

The chart below shows the percentage distribution of each ethnic group in the Division of State Police, within Salary Grades for 1967 and 1972.

Percentage of Ethnic Group Within Salary Grades

Salary Grades	Year	White	Black	Puerto Rican	Other Minorities
1- 6	1967	97.2%	1.6%	0.8%	0.4%
	1972	97.7%	1.7%	0.3%	0.3%
7-13	1967	98.1%	1.9%	0.0%	0.0%
	1972	98.7%	1.3%	0.0%	0.0%
14-20	1967	99.6%	0.3%	0.0%	0.1%
	1972	99.3%	0.3%	0.1%	0.3%
21-30	1967	100.0%	0.0%	0.0%	0.0%
	1972	99.6%	0.4%	0.0%	0.0%
31-38	1967	100.0%	0.0%	0.0%	0.0%
	1972	100.0%	0.0%	0.0%	0.0%

In 1972, the Division of State Police reported that in positions allocated to grades above Salary Grade 20 there were 238 persons employed, of whom one was Black (Supervisor of Minority Group Manpower Program, SG-25).

In 1967, there were no minorities employed in Salary Grade groups 21-30 and 31-38. In 1972, there was one Black employed in Salary Grade group 21-30 and no minorities employed in Salary Grades 31-38.

Of all employees in Salary Grade group 1-6, Whites constituted 97.7%; Blacks constituted 1.7%, and Puerto Ricans and those persons categorized as Other Minorities each constituted 0.3%.

Of all employees in Salary Grade group 7-13, Whites constituted 98.7% and Blacks constituted 1.3%. There were no Puerto Ricans or persons categorized as Other Minorities reported in this Salary Grade group.

Of all employees in Salary Grade group 14-20, Whites constituted 99.3%; Blacks constituted 0.3%; Puerto Ricans constituted 0.1%, and persons categorized as Other Minorities, 0.3%.

Of all employees in Salary Grade group 21-30, Whites constituted 99.6% and Blacks 0.4%. There were no Puerto Ricans or persons categorized as Other Minorities employed in this Salary Grade group.

There were no minority persons reported as being employed in the Salary Grade group 31-38.

Distribution by Jurisdictional Classification:

All but 14 positions in the Division of State Police were not covered by Civil Service Law. Of the 3,670 employees reported in the 1972 Survey, one employee was reported in the Non-competitive Class; 13 employees were reported in the Competitive Class, and 3,656 employees were reported as other than covered by Civil Service Law.

TABLE C-1 DIVISION OF STATE POLICE DISTRIBUTION OF EMPLOYMENT

WITHIN ETHNIC GROUPS AND BY SEX

1967, 1971, 1972

ETHNIC GROUP	BOTH SEXES						MALE						FEMALE					
	1967		1971		1972		1967		1971		1972		1967		1971		1972	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
WHITE	3,325	99.4	3,765	99.1	3,638	99.1	3,081	99.6	3,438	99.2	3,340	99.2	244	97.6	327	97.9	298	98.1
BLACK	13	0.4	19	0.5	18	0.5	10	0.3	14	0.4	14	0.4	3	1.2	5	1.5	4	1.3
PUERTO RICAN	2	0.1	4	0.1	3	0.1	0	0.0	3	0.1	2	0.1	2	0.8	1	0.3	1	0.3
OTHER MINORITIES	5	0.1	10	0.3	11	0.3	4	0.1	9	0.3	10	0.3	1	0.4	1	0.3	1	0.3
ALL GROUPS	3,345	100.0	3,798	100.0	3,670	100.0	3,095	100.0	3,464	100.0	3,366	100.0	250	100.0	334	100.0	304	100.0

Table C-2 Troop Headquarters and Central Offices

In New York State

Troop Headquarters	Counties	No. of Employees Assigned
A Batavia	Erie, Chautauqua, Niagara, Cattaraugus Wyoming, Orleans, Genesee, Allegany (8) Population: 1,758,355	45
B Malone	Essex, Clinton, St. Lawrence, Franklin and part of Hamilton (4½)	32
C Sidney	Otsego, Delaware, Broome, Chenango, Tompkins, Cortland, Tioga (7) Population: 538,368	39
D Oneida	Oneida, Herkimer, Oswego, Madison, Onondaga, Jefferson, Lewis (7) Population: 1,089,329	42
E Canandaigua	Monroe, Wayne, Livingston, Ontario, Seneca, Yates, Carjuga, Steuben, Schuyler, Chemung (10) Population: 1,274,384	39
F Middletown	Greene, Ulster, Sullivan, Orange, Rockland (5) Population: 678,517	48 INCLUDES ONE MINORITY EMPLOYEE.
G Loudonville	Albany, Saratoga, Warren, Washington, Montgomery, Schoharie, Schenectady, Fulton, part of Hamilton, Rensselaer (9½) Population: 960,021	52
K Hawthorne	Dutchess, Putnam, Columbia, Suffolk, Westchester (5) Population: 2,349,564	56 INCLUDES THREE MINORITY EMPLOYEES.

Albany Main Office has 3,301 persons employed, of which 26 are minority persons. There were 16 persons assigned to New York City (two are Black Investigators and Inspectors).

TABLE C-3 DIVISION OF STATE POLICE

DISTRIBUTION BY OCCUPATIONAL CATEGORY
1967 AND 1972

Occupational Category	Total		White		Black		Puerto Rican		Other Minorities	
	1967	1972	1967	1972	1967	1972	1967	1972	1967	1972
Laborers	19	10	18	10	1	0	0	0	0	0
Service Workers	11	14	11	13	0	1	0	0	0	0
Protective Service Workers	2,771	2,637	2,760	2,620	7	6	0	2	4	9
Operatives	54	54	52	54	2	0	0	0	0	0
Clericals	255	352	249	344	3	6	2	1	1	1
Craftsmen	0	7	0	7	0	0	0	0	0	0
Technicians	12	3	0	3	0	0	0	0	0	0
Investigators and Inspectors	187	539	187	534	0	4	0	0	0	1
Management (Business)	*	1	*	1	*	0	*	0	*	0
Data Processors	7	26	7	26	0	0	0	0	0	0
Administrators and Professionals	29	27	29	26	0	1	0	0	0	0

* Included in Administrators and Professionals in 1967

TABLE C-4 DIVISION OF STATE POLICE

DISTRIBUTION OF EMPLOYEES BY ETHNIC GROUP AND BY SALARY GRADE

SALARY GRADE	WHITE			BLACK			PUERTO RICANS			OTHER MINORITIES		
	1967	1971	1972	1967	1971	1972	1967	1971	1972	1967	1971	1972
1- 6	237	309	287	4	0	5	2	0	1	1	1	1
7-13	101	297	155	2	14	2	0	4	0	0	2	0
14-20	2,770	2,586	2,959	7	5	10	0	0	2	4	6	10
21-30	209	618	233	0	0	1	0	0	0	0	1	0
31-38	8	5	4	0	0	0	0	0	0	0	0	0
TOTAL	3,325	3,765	3,638	13	19	18	2	4	3	5	10	11

SALARY PLAN EFFECTIVE AT TIME OF SURVEY

METHOD OF MERGING NON-STATUTORY SALARIED EMPLOYEES INTO SALARY GRADE GROUP

GUIDELINES TO THE COLLECTION OF DATA BY RACE, CREED, COLOR AND/OR NATIONAL ORIGIN

OCCUPATIONAL DEFINITIONS

SURVEY DEFINITIONS OF JURISDICTIONAL CLASS (FROM THE CIVIL SERVICE LAW)

APPENDIX D

SALARY GRADES SCHEDULE
NEW YORK STATE CLASSIFIED SERVICE

(Covering competitive, non-competitive, and labor class positions in the classified civil service)

EFFECTIVE APRIL 1, 1972

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	RATES OF COMPENSATION					*Longevity Step	**Extra Longevity Step
				First Year	Second Year	Third Year	Fourth Year	Fifth Year		
1	$4,778	$5,670	$223	$4,778	$5,001	$5,224	$5,447	$5,670	$5,893	$6,116
2	4,972	5,904	233	4,972	5,205	5,438	5,671	5,904	6,137	6,370
3	5,225	6,205	245	5,225	5,470	5,715	5,960	6,205	6,450	6,695
4	5,472	6,504	258	5,472	5,730	5,988	6,246	6,504	6,762	7,020
5	5,742	6,826	271	5,742	6,013	6,284	6,555	6,826	7,097	7,368
6	6,062	7,198	284	6,062	6,346	6,630	6,914	7,198	7,482	7,766
7	6,411	7,595	296	6,411	6,707	7,003	7,299	7,595	7,891	8,187
8	6,778	8,010	308	6,778	7,086	7,394	7,702	8,010	8,318	8,626
9	7,166	8,454	322	7,166	7,488	7,810	8,132	8,454	8,776	9,098
10	7,586	8,934	337	7,586	7,923	8,260	8,597	8,934	9,271	9,608
11	8,037	9,445	352	8,037	8,389	8,741	9,093	9,445	9,797	10,149
12	8,497	9,965	367	8,497	8,864	9,231	9,598	9,965	10,332	10,699
13	9,005	10,541	384	9,005	9,389	9,773	10,157	10,541	10,925	11,309
14	9,535	11,139	401	9,535	9,936	10,337	10,738	11,139	11,540	11,941
15	10,089	11,761	418	10,089	10,507	10,925	11,343	11,761	12,179	12,597
16	10,665	12,413	437	10,665	11,102	11,539	11,976	12,413	12,850	13,287
17	11,277	13,113	459	11,277	11,736	12,195	12,654	13,113	13,572	14,031
18	11,929	13,861	483	11,929	12,412	12,895	13,378	13,861	14,344	14,827
19	12,588	14,604	504	12,588	13,092	13,596	14,100	14,604	15,108	15,612
20	13,244	15,352	527	13,244	13,771	14,298	14,825	15,352	15,879	16,406
21	13,959	16,159	550	13,959	14,509	15,059	15,609	16,159	16,709	17,259
22	14,720	17,016	574	14,720	15,294	15,868	16,442	17,016	17,590	18,164
23	15,512	17,908	599	15,512	16,111	16,710	17,309	17,908	18,507	19,106
24	16,348	18,836	622	16,348	16,970	17,592	18,214	18,836	19,458	20,080
25	17,263	19,855	648	17,263	17,911	18,559	19,207	19,855	20,503	21,151
26	18,182	20,882	675	18,182	18,857	19,532	20,207	20,882	21,557	22,232
27	19,175	21,971	699	19,175	19,874	20,573	21,272	21,971	22,670	23,369
28	20,197	23,097	725	20,197	20,922	21,647	22,372	23,097	23,822	24,547
29	21,271	24,283	753	21,271	22,024	22,777	23,530	24,283	25,036	25,789
30	22,395	25,507	778	22,395	23,173	23,951	24,729	25,507	26,285	27,063
31	23,599	26,819	805	23,599	24,404	25,209	26,014	26,819	27,624	28,429
32	24,869	28,193	831	24,869	25,700	26,531	27,362	28,193	29,024	29,855
33	26,230	29,650	855	26,230	27,085	27,940	28,795	29,650	30,505	31,360
34	27,640	31,168	882	27,640	28,522	29,404	30,286	31,168	32,050	32,932
35	29,084	32,712	907	29,084	29,991	30,898	31,805	32,712	33,619	34,526
36	30,559	34,291	933	30,559	31,492	32,425	33,358	34,291	35,224	36,157
37	32,169	36,009	960	32,169	33,129	34,089	35,049	36,009	36,969	37,929
38	29,994 +									

* Additional annual increment provided to employees who have rendered continuous and satisfactory service for five years after having attained the maximum salary of their grade.

** Second additional annual increment provided to employees who have rendered continuous and satisfactory service for ten years after having attained the maximum salary of their grade.

METHOD OF MERGING NON-STATUTORY SALARIED EMPLOYEES INTO SALARY GRADE GROUP

Salary Grades	TABLE I Positions Graded* Minimum	Maximum	TABLE II Exempt and Non-Statutory** Minimum	Maximum
1--6	4,778	7,766	--	6,700
7-13	6,411	11,941	6,701	10,600
14-20	9,535	16,406	10,601	15,400
21-30	13,959	27,063	15,401	25,600
31-38	23,599	--	25,601	--

* Overlapping of salaries due to increment steps and longevity increases (Table I)

** For purposes of this Survey, positions which were unallocated were interfiled with graded positions by use of the above Table II.

GUIDELINES TO THE COLLECTION OF DATA BY RACE, CREED, COLOR AND/OR NATIONAL ORIGIN

To implement Article VII of Governor Rockefeller's *New Code of Fair Practices*, the Division of Human Rights has formulated a set of criteria or guiding principles to assist agencies of the State of New York in developing research procedures bearing on the collection of data by race, creed, or color and/or national origin. The intent of these guidelines is to provide safeguards that will reflect the spirit of the *Code of Fair Practices*, and to insure that all citizens of the State shall in no way be disadvantaged by the collection of research data and the temporary existence of research records pertaining to the race, creed, color or national origin of individuals.

First: The Commission recognizes that there are legitimate circumstances under which it is necessary and desirable for an agency of the State to conduct research which involves the collection of data on race, creed, color and/or national origin.

Second: Information relating to race, creed, color and/or national origin shall be obtained in a manner which is not offensive to the individual concerned.

Third: Information on race, creed, color and national origin shall not be entered on research records in conjunction with the names of specific individuals.

Fourth: Identifying characteristics other than specific names (e.g., code numbers) shall be allowed for research purposes with the understanding that data sheets, questionnaires, punched cards, and all other research records pertaining to specific individuals will be destroyed when they have served the purposes of research and that, in no event, shall these records become permanent.

Fifth: Records containing data on race, creed, color or national origin which pertain to specific individuals shall (1) be collected for research purposes only, (2) be physically located in the research or statistical unit responsible for the conduct of the research activity, and (3) not be made available to operating personnel within State agencies but shall serve only the research purposes for which originally intended.

Sixth: The agency undertaking the collection of data by race, creed, color or national origin shall bear the responsibility for conducting such research activity in accordance with the principles set forth above. The procedures adopted for purposes of collecting and maintaining temporary data on race, creed, color and national origin shall be subject to review by the Division of Human Rights.

These guidelines for the collection of ethnic data were discussed and approved by the Division of Human Rights and the Department of Civil Service.

OCCUPATIONAL DEFINITIONS

Laborers: Employees assigned to positions as Laborers perform services not requiring special skills, knowledges or abilities. Tools used on the job are either quite simple or easy to operate. Examples of Laborers by title are: Campsite Caretaker, Park Attendant, Laborer, Water Supply Tender, Bridge Helper, Marine Helper, Maintenance Man (Track Repairs), Coal Passer, Marine Oiler. The titles included in the Labor Jurisdictional Classification (Appendix 3 of the Civil Service Law) are not identical with the occupational category Laborer.

Service Workers: Employees perform work in any of the following categories: Cleaning Service (Window Washer, Maid, Domestic, Cleaner, Charwoman, Janitor); Food Service Workers, excluding titles involved in the use of power operated machinery or equipment, (Cook, Dishwasher, Dining Room Attendant); Health Service Workers (Psychiatric and Hospital Attendant, Nurse's Aide and Practical Nurse); and Personal Service Workers (Locker Room Attendant, Barber, Beautician, Welfare Service Aide, Child Care Worker such as Cottage Parents, etc.). These positions usually require little, if any, formal education.

Protective Service Workers: Employees in these positions act in a capacity to protect life, limb or property and maintain order; assist the public, employees, and inmates in public buildings, schools, correctional institutions, agency headquarters and installations. Protective Service Workers are engaged as Forest Fire Observer, Forest Ranger, Park Patrolman, Traffic and Park Officer, Transfer Agency, Warrant and Transfer Officer, Highway Patrolman, Correction Hospital Officer, Narcotic Addiction Officer, Police, Fireman (including Marine), etc.

Operatives: Employees in these titles perform a wide variety of duties at a semi-skilled level. Employees are usually involved in the operation or use of machinery, tools or equipment or involved in the application or use of special techniques or procedures in the performance of their tasks. Examples of this category are: Launderer, Seamstress, Clothing Clerk, Chauffeur, Truckdriver, Highway Equipment Operator, Drilling Operator, Bridge Operator, Sewage Plant Operator, Hydro-electric Operator, Seaman, Deckhand Foreman, Welder, Dairy Plant Operator, Bottling Plant Worker, Garage Helper, Industrial Foreman.

Craftsmen: Employees reported in this occupational category work in occupations requiring mechanical and/or technical abilities, with a high degree of skill in the performance of their jobs. Examples of titles in this category are: Carpenter, Automobile and Truck Mechanic, Plumber and Steamfitter, Machinist, Electrician, Stationary Engineer, Sheet Metal Worker, Painter, Bricklayer, Mason and Plasterer.

Clericals (Office Machine Operators and Related Occupations): Employees assigned to this occupational category perform a wide variety of clerical tasks ranging from Clerk to Executive Secretary. Examples of these positions are: Principal Clerk, Cashier, Account Clerk, Actuarial Clerk, Admitting Clerk, Audit Clerk, Commutation and Chief Commutation Clerk, Proofreader, File Clerk, Identification Clerk, Mail and Supply Clerk, Payroll Clerk, Personnel Clerk, Printing Clerk, Statistics Clerk, Court Clerk, Unemployment Claims Clerk, Addressograph and Graphotype Machine Operator, Billing Machine Operator, Office Machine Operator, Keypunch Operator, Tabulating Machine Operator, Vari-Type Operator, Hearing Reporter, Stenographer, Secretary, Laboratory Secretary, Medical Secretary, Law Secretary, Placement Secretary, Braille Sterotypist, Telephone Operator, Dictating Machine Transcriber, Toll Collector, Receptionist and Information Clerk.

Technicians: Employees perform in positions that require a high degree of technical competence through formal training or experience. Employees in this category usually are assigned to professional employees. Examples are: Engineering Aide, Engineering Technician, Museum Technician, Histology Technician, Laboratory Technician, Medical X-ray Technician, Dental Hygienist, Dental Technician, Optical Technician, Civil Engineering Technician, Mathematics Aide, Cartographic Technician, Mechanical Engineering Technician.

Investigators and Inspectors: Employees in this category perform services as Investigators and Inspectors for their agencies. Examples of these positions are: Compliance Investigator, Inspector of Penal Institutions and Narcotic Treatment Institutions, Boxing, Racing, Farm Products, Dairy Products, Meat, Restaurant, Laboratory, Lumber, Bingo, Motor Vehicle, Labor, Factory or Boiler Inspector, etc.

Data Processors: (1) Employees who prepare programs for electronic computers or who supervise such work. (2) Employees who are responsible for the operation of a department's data processing system, including actual operation of the computer and scheduling and coordination of operations. (3) Employees who are responsible for the supervision of an entire data processing operation including data preparation, keypunching, computer operation. (4) Also those employees who study and evaluate the substantive programs of an agency and operational methods and procedures for the purpose of determining the feasibility of adapting them to electronic data processing methods. Examples of titles are: Computer Systems Analyst, Senior and Associate Computer Systems Analyst, Computer Programmer Trainee, Computer Programmer, Senior and Associate Computer Programmer, Electronic Computer Operator, Senior, Supervising and Chief Electronic Computer Operator, Manager of Computer Operations, Supervisor of Electronic Data Processing, Supervisor of Identification and Intelligence Computer Systems Design, Assistant Director of Electronic Data Processing, Director of Electronic Data Processing, Electronic Data Processing Consultant, etc.

Administrators and Professionals: Employees in Administrative positions are those classified as being responsible for planning, directing and performing policy-making decisions. Professional positions are those requiring high levels of formal training and experience. Positions to be listed under Administrative and Professional category are Personnel Examiner, Personnel Technician, Personnel Officer, Accountant and Auditor, Musician, Artist, Photographer, Lawyer, Counsel, Librarian, Curator, Teacher, Instructor, Nurse, Surgeon, Doctor, Dietitian, Social Science, Statistician, Engineer, Architect, etc.

Business Managers: Employees perform in positions classified under fiscal, control account keeping, business managment and business administration and are responsible for the efficient business management of the State's bureaus, agencies, and departments. Positions in this occupational category generally require either a degree with specialization in accounting, financial and business management or experience in related fields. For example, Business Management Assistant, Business Officer, Director and Assistant Director of Correction Accounts, Director and Assistant Director of Conservation Department Accounts, Finance Officer, Institution Steward, Institution Business Management series, Maritime College Business Management.

SURVEY DEFINITIONS OF JURISDICTIONAL CLASS (FROM THE CIVIL SERVICE LAW)

Section 35 -- Unclassified Service. The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

(a) ....
(b) all offices filled by election or appointment by the legislature on joint ballot;
(c) ....
(d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except offices and employees in the executive department who are not heads of divisions therein;
(e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
(f) ....
(g) ....
(h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of state university and certified by him to the civil service commission;
(i) ....
(j) ....

Section 40 – Classified Service. The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, and labor class, and the competitive class.

Section 41 – EXEMPT CLASS

1. The following offices and positions shall be in the exempt class.

   a) one secretary of each state department or division, temporary state commission or other state officer authorized by law to appoint a secretary;
   b) the deputies or principal executive officers authorized by law to act generally for and in place of their principals;
   c) one secretary of each municipal board or commission authorized by law to appoint a secretary;
   d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;
   e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable ....

2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules ....

Section 42 – NON-COMPETITIVE CLASS

1. The non-competitive class shall include all positions that are not exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination . . . .

2. . . . .

2-a. The state civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in the state service those positions which are confidential or require the performance of functions influencing policy.

Section 43 – LABOR CLASS

1. The labor class shall comprise all unskilled laborers in the service of the state . . . .

Section 44 – COMPETITIVE CLASS

The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class.

The Survey classified as "Other" positions not covered by the Civil Service Law.

The Survey further divides the Competitive class into Permanent, Provisional, and Other (generally temporary employees).